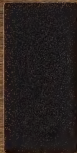
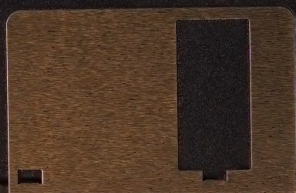
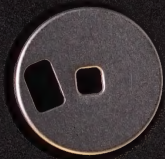
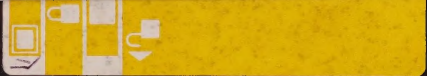


GOALS 83-84



HIGH DENSITY
DS, HD
2.0 MB

3M



diff

COVENANT METROPOLITAN COMMUNITY CHURCH
GOALS STATEMENT
1991-1992

WORSHIP

Six Month Goals

1. Continue training and development of additional preachers, liturgists, and communion servers. Train and develop a committed staff.
2. Stabilize the music program by scheduling the pianists and by scheduling and being more intentional about the use of soloists.
3. Rebuild the choir program.

One Year Goals

1. Develop musical worship services for Holy seasons.
2. Explore alternate styles of worship. Offer another type of worship service on a periodic basis.

Two Year Goals

1. Offer weeknight worship (probably Wednesday night).

CONGREGATIONAL CARE

Six Month Goals

1. Develop and train a committed staff.
2. Implement an emergency telephone network.
3. Rebuild and develop fellowship committee for planning and scheduling of fellowship events.
4. Develop visitor and MIA follow-up program.

One Year Goals

1. Retreat for staff and board members.
2. Development of visitation team for sick, visitors, MIA's, etc.
3. Implement a deaconate program.

Two Year Goals

1. Develop a counseling and referral service.

EVANGELISM

Six Month Goals

1. Develop and print tract(s) about Covenant M.C.C. and our ministries to be distributed throughout the community and to visitors.
2. Increase utilization of the public media for dissemination of information about and advertisement for the church.
3. Audio tape services and establish library of taped services for use of prospective members and those unable to attend service.
4. Continue to develop and implement the Loving Care (AIDS) Ministry.
5. Increase participation on councils or in events sponsored both in the greater gay community and the greater Christian community.

One Year Goals

1. Develop a musical or dramatic program to take to the community or other congregations.
2. Host a District Conference or other District-sponsored event in Birmingham.
3. Develop a team to participate in local AIDS or other events with live Christian music.

Two Year Goals

1. Develop the church as a resource center for neighboring churches or new groups within the district.

EDUCATION

Six Month Goals

1. Continue development and implementation of one-day Inquirer's/Membership workshop.
2. Provide additional staff and board member training from outside sources at the District level.
3. Develop video for use at Inquirer's class which gives UFMCC and local church history and provides scenes from church services, social events, and ministries.

One Year Goals

1. Host another regional mini-conference primarily of an educational nature.
2. Increase the use of District and Fellowship education resources on the local level.

Two Year Goals

1. Develop a workshop to be taught by Covenant members at a District Conference.



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STEWARDSHIP

Six Month Goals

1. Increase tithing levels to maintain increased budget as a result of adding pastoral compensation and building expenses.
2. Expand stewardship program to include recognition of and recording of time tithing.

One Year Goals

1. Institute major budget expansion effort as a result of possible building move.

Two Year Goals

Two Year Goals

1. Develop financial support program for stated church efforts.

PASTORAL CARE

Six Month Goals

1. Write and implement pastoral contract.
2. Develop greater staff participation to assist pastoral leader in implementation of developing programs.
3. Begin and implement a compensation/benefits package for the pastor.

One Year Goals

1. Develop semi-annual review process for the compensation/benefits package for the pastoral leader.
2. Develop and train an office staff person.

Two Year Goals

1. Develop financial support package for student clergy (Cliff).

MISSION

Six Month Goals

1. Develop a greater personal and collective sense or awareness of mission within the church leadership and congregation as a whole.
2. Open the church facilities to greater usage by other community groups.
3. Continue to encourage increased participation by church members in programs sponsored by other groups which deal with direct services to people (hospice, buddy programs, food kitchens, etc.)
4. Develop a newsletter staff and increase the circulation of newsletter.
5. Continue development and implementation of AIDS ministry outreach program. Increase the visibility and access to this and other ministries of the church.

One Year Goals

1. Research best avenue for congregational participation in a community-based program sponsored by another group.

Two Year Goals

1. Sponsor major community event for the benefit of a community-based organization with direct services to people.

GOALS STATEMENT

For _____ MCC
Please include a copy of your last Goals Statement.

PROGRAM AREA	SIX-MONTH GOAL	ONE-YEAR GOAL
Worship		
Congregational Care		
Evangelism		

PROGRAM AREA	SIX-MONTH GOAL	ONE-YEAR GOAL
Education		
Stewardship		
Care Of Pastor(s)		
Mission		

Covenant Metropolitan Community Church
Post Office Box 101473
Birmingham, AL 35210
April 15, 1992

District Committee
Gulf Lower Atlantic District-UFMCC

Dear Jay, Cassi, Reid, Sharon & Keith:

Enclosed is our Review Packet for the 1992-93 review period. I apologize for getting this to you after the April 1 deadline. If any required piece(s) of information are missing, please let me know immediately so that I can get this to you.

Serving Christ With You!

Dennis Luft, Vice-Moderator/Treasurer

COVENANT METROPOLITAN COMMUNITY CHURCH
DIRECTORY OF CURRENT STAFF
APRIL 15, 1992

PASTOR:

CLIFF MORRISON
1706 16TH AVENUE SOUTH
BIRMINGHAM, AL 35205
(205) 939-3033

VICE-MODERATOR/TREASURER:

DENNIS LUFT
420 WOODLAND COURT N.E.
BIRMINGHAM, AL 35215
(205) 854-4340

CLERK:

DEBORAH L. "DEBY" WRIGHT
5185 SCENIC VIEW DR.
BIRMINGHAM, AL 35210
(205) 956-8724

BOARD MEMBER:

CHERYL A. GRAVES
5185 SCENIC VIEW DR.
BIRMINGHAM, AL 35210
(205) 956-8724

BOARD MEMBER:

JANET K. "KAY" HENDRIX
5983 AMBER HILLS ROAD
BIRMINGHAM, AL 35210
(205) 956-6418

BOARD MEMBER:

CINDY MOUTRAY
711 OLD SPRINGVILLE RD. APT. H
BIRMINGHAM, AL 35215
(205) 853-6825

LAY DELEGATE:

STEVE PARKER
361 GLYNN DRIVE
BIRMINGHAM, AL 35215
(205) 833-1114

ALTERNATE LAY DELEGATE:

RICK VICE
8318 THIRD AVENUE SO.
BIRMINGHAM, AL 35206
(205) 836-2384

COVENANT METROPOLITAN COMMUNITY CHURCH
ATTENDANCE RECORD

JANUARY 1990- APRIL 12, 1992

07-Jan-90	20	06-Jan-91	33	05-Jan-92	83
14-Jan-90	21	13-Jan-91	43	12-Jan-92	81
21-Jan-90	24	20-Jan-91	38	19-Jan-92	12
28-Jan-90	23	27-Jan-91	37	26-Jan-92	84
	---		---		---
	88		151		260
04-Feb-90	22	03-Feb-91	34	02-Feb-92	87
11-Feb-90	14	10-Feb-91	35	09-Feb-92	96
18-Feb-90	22	17-Feb-91	55	16-Feb-92	188
25-Feb-90	32	24-Feb-91	35	23-Feb-92	89
	---		---		---
	90		159		460
04-Mar-90	24	03-Mar-91	26	01-Mar-92	103
11-Mar-90	24	10-Mar-91	35	08-Mar-92	81
18-Mar-90	26	17-Mar-91	34	15-Mar-92	88
25-Mar-90	24	24-Mar-91	30	22-Mar-92	102
	---	31-Mar-91	55	29-Mar-92	109
	---		---		---
	98		180		483
01-Apr-90	26	07-Apr-91	31	05-Apr-92	103
08-Apr-90	33	14-Apr-91	31	12-Apr-92	117
15-Apr-90	29	21-Apr-91	41		
22-Apr-90	22	28-Apr-91	28		
29-Apr-90	23				
	---		---		
	133		131		
06-May-90	24	05-May-91	61		
13-May-90	24	12-May-91	53		
20-May-90	21	19-May-91	64		
27-May-90	19	26-May-91	24		
	---		---		
	88		202		
03-Jun-90	16	02-Jun-91	42		
10-Jun-90	24	09-Jun-91	57		
17-Jun-90	24	16-Jun-91	52		
24-Jun-90	19	23-Jun-91	65		
	---	30-Jun-91	63		
	---		---		
	83		279		

NOTE: INITIATED 2 SERVICES ON SUNDAY BEGINNING MAY, 1991
MOVED TO NEW BUILDING FEBRUARY 16, 1992

01-Jul-90	30	07-Jul-91	72
08-Jul-90	30	14-Jul-91	69
15-Jul-90	22	21-Jul-91	62
22-Jul-90	23	28-Jul-91	64
29-Jul-90	35		
	----		----
	140		267

05-Aug-90	20	04-Aug-91	81
12-Aug-90	23	11-Aug-91	62
19-Aug-90	23	18-Aug-91	73
26-Aug-90	27	25-Aug-91	72
	----		----
	93		288

02-Sep-90	30	01-Sep-91	40
09-Sep-90	31	08-Sep-91	59
16-Sep-90	21	15-Sep-91	60
23-Sep-90	34	22-Sep-91	52
30-Sep-90	34	29-Sep-91	73
	----		----
	116		211

07-Oct-90	32	06-Oct-91	56
14-Oct-90	30	13-Oct-91	52
21-Oct-90	35	20-Oct-91	59
28-Oct-90	30	27-Oct-91	50
	----		----
	127		217

04-Nov-90	27	03-Nov-91	32
11-Nov-90	31	10-Nov-91	60
18-Nov-90	35	17-Nov-91	73
25-Nov-90	42	24-Nov-91	74
	----		----
	135		239

02-Dec-90	31	01-Dec-91	60
09-Dec-90	35	08-Dec-91	65
16-Dec-90	48	15-Dec-91	46
23-Dec-90	19	22-Dec-91	77
30-Dec-90	35	29-Dec-91	60
	----		----
	168		308

COVENANT METROPOLITAN COMMUNITY CHURCH
GOALS STATEMENT
1991-1992

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COVENANT METROPOLITAN COMMUNITY CHURCH
GOALS EVALUATION
NARRATIVE
1991-1992

Since my last Goals Evaluation, Covenant Metropolitan Community Church has continued to experience steady spiritual and numerical growth. During the past few months our congregation has grown to the point that securing a new worship space became absolutely necessary. I am happy to report that God led us to a wonderful old church building which had been abandoned for some time. By God's grace and the dedication of our congregation, the building was completely renovated and was ready for dedication in time for our 11th Anniversary Celebration held February 14-16, 1992. In the few short weeks since the move, we have already experienced a rapid rise in visitors and in new people desiring membership in our church.

We have begun increasing the staff and dividing responsibilities applicably between staff and the Board of Directors. At last the Board has been able to bow out of such things as co-ordination of worship services. I applaud the Board for their valiant effort in that area during the past two years and am thankful that others have stepped forward to take the responsibility.

The music program has progressed to the point that our choir presented its first full-length cantata this past Christmas and has grown tremendously since then. Work has begun on a challenging and exciting Easter cantata. A member of the congregation has stepped forward to take over the song leading and choir conducting responsibilities which has relieved me considerably!

In addition to special musical offerings by our music ministry, we have begun exploring alternative styles of worship services that get away from the stayed, traditional order of worship. Some of these have included dramatic readings and special music woven into a complete service without the usual cut-and-dry- format. We are also beginning to develop a drama program.

Fellowship activities are expanding wonderfully as we now have a fellowship hall. In addition to our regular dances and parties, our fellowship directors has begun a Friday night "Fun Night" which includes food and games and other various activities for true Christian fellowship.

Sunday School is growing steadily and the leadership is very capable in that area. The Thursday Night Bible Study program is now co-ordinated by a member of the congregation and attendance is between 18 and 20.

We are also now actively involved in the Birmingham Interfaith Council on AIDS, sponsored by Birmingham AIDS Outreach (BAO), as well as Birmingham Response to AIDS, sponsored by the United Way. BAO is beginning to tap the resources we have through our Loving Care Ministry of people trained in hospice and in-home care for AIDS patients and their families. BAO also sponsors a monthly community-wide Healing Service in which our church has had steady, active participation. The Healing Services will be held at Covenant MCC beginning May, 1992.

To increase our visibility in the community, we have been submitting articles about the church to the Alabama Forum, the Gay/Lesbian newspaper. Furthermore, we have a regular paid advertisement each month. For special programs such as Anniversary Celebration and Holy Week, we purchase 1/2 page advertisements. Response has been very favorable as the community knows much more about what the church is doing.

We are currently developing a video tape about our church and its services and activities to present to prospective new members at our Inquirer's Classes. We hope to have this project completed soon. Visitor Information Packets have been developed and provide first time visitors with a wealth of information concerning our church and the UFMCC. The Covenant Times, our monthly newsletter, continues to be published monthly and mailed to approximately 250 people. Prayer Bear Round-Up is mailed quarterly to those individuals that have received a Prayer Bear from CMCC. Weekly announcement sheets are given out during morning and evening worship outlining the plans for the upcoming week.

Three new programs have been approved by the Board of Directors. A Committed Female Christian Couples aka as Lifers has been established and reports an attendance of 7 couples and have fellowship dates approved by the Board. A Spiritual HIV Support Group has been approved and will begin meeting in May, 1992. A 12 Step to Abundant Living program will begin also in May.

We have continued to offer a concentrated program concerning stewardship centered around a series of stewardship sermons followed by our annual Pledge Day. This has been most effective and has eliminated the need to bring up money issued during the rest of the year. Our budget continues to increase as we grow and our tithes and offerings continue to meet or exceed the budget. Time tithing has increased tremendously from the congregation as a whole.

The music program is moving clearly in the direction set in the 1991-1992 Goals statement. It is infeasible to attempt to add any more to the program in the foreseeable future as the music program is already developed beyond that of other churches larger than ours. Stability of the choir, quartet, and the accompanists is a major goal.

God has blessed Covenant Metropolitan Community Church in so many ways. We are indeed thankful for the new home. We continue to hold to God's divine hand for leadership for the days ahead.

Your servant in Christ,

Cliff Morrison

Pastor

Covenant Metropolitan Community Church

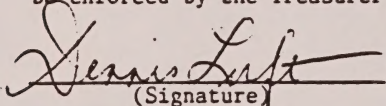
FINANCIAL PRIORITIES STATEMENT

The District Committee asks each church to establish a written policy reflecting the priorities of the congregation in the handling of financial debts and obligations. The following policy is an example and is recommended by the Committee as an appropriate ordering of priorities.

It shall be the policy of Covenant Metropolitan Community Church to discharge all obligations and outstanding debts in a prompt and timely manner. If the church's financial assets are not sufficient to carry out this policy, debts shall be paid according to the following priority:

1. UFMCC Tithes
2. GLAD Tithes
3. Pastor's compensation
4. Contractual Payments
5. Utilities
6. Others

This policy has been approved by vote of the congregation and is to be enforced by the Treasurer of the Board of Directors.


(Signature)

Treasurer of the Board of Directors
of Covenant MCC.

10/7, 88
(Date)

Discuss this and vote on it at your next congregational meeting. Send a copy of your policy, signed by the church treasurer, to the District Committee in your review packet.

** Notice that this may impact your local by-laws or standard operating procedures. If it does, handle it in the appropriate manner and notify the District Committee of the necessary changes.

****THIS STATEMENT HAS BEEN A PART OF OUR BYLAWS SINCE 1986.****

COVENANT METROPOLITAN COMMUNITY CHURCH
FINANCIAL STATEMENTS
THROUGH THE MONTH OF DECEMBER, 1991

INCOME	BUDGET	JAN	FEB	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	TOTAL	BUDGET VAR
Offerings & Tithes	\$1,922.00	\$1,940.40	\$2,071.50	\$2,520.20	\$2,066.68	\$2,100.25	\$2,269.47	\$2,099.33	\$2,347.45	\$2,109.09	\$1,531.35	\$2,443.35	\$2,025.17	\$25,524.24	10.67%
Special Income-Tithable	0.00	261.80	369.00	0.00	0.00	0.00	10.00	0.00	1,111.27	350.00	100.00	0.00	0.00	2,202.07	
Special Income-Non-tithable	0.00	47.72	556.00	652.10	450.91	0.00	87.00	497.03	301.02	(31.00)	192.81	87.10	53.00	2,893.69	
TOTAL INCOME	\$1,922.00	\$2,249.92	\$2,996.50	\$3,172.30	\$2,517.59	\$2,100.25	\$2,366.47	\$2,596.36	\$3,759.74	\$2,428.09	\$1,824.16	\$2,530.45	\$2,078.17	\$30,620.00	
EXPENSES															
Budgeted Expenses															
UFMCC Tithe	\$190.00	\$220.22	\$244.05	\$252.02	\$206.67	\$210.02	\$226.95	\$210.93	\$345.87	\$245.90	\$153.14	\$254.33	\$202.52	\$2,772.62	21.61%
GLAD Tithe	95.00	110.11	122.03	126.01	103.33	105.03	113.48	105.46	172.98	122.95	76.57	127.17	101.26	1,386.38	21.61%
UFMCC Pension Fund	30.00	0.00	0.00	0.00	65.25	0.00	74.25	0.00	0.00	92.25	0.00	0.00	91.50	323.25	-10.21%
Rent-Sanctuary	525.00	525.00	525.00	525.00	525.00	525.00	525.00	525.00	525.00	525.00	525.00	525.00	525.00	6,300.00	0.00%
Leadership Stipend	217.00	200.00	200.00	250.00	200.00	200.00	250.00	200.00	200.00	250.00	200.00	200.00	250.00	2,600.00	-0.15%
Utilities	100.00	89.19	127.29	97.44	91.55	66.70	63.88	76.91	67.96	71.81	58.71	56.64	45.50	913.58	-23.87%
Telephone	60.00	52.07	52.50	53.10	52.50	54.19	53.04	52.62	54.49	53.96	53.47	52.62	52.62	637.18	-11.50%
Outreach Programs:															
Clown Ministry	25.00	40.63	0.00	14.18	11.02	0.00	85.19	16.04	0.00	9.99	0.00	0.00	0.00	177.05	-40.98%
Prayer Bear Program	25.00	14.96	0.00	0.00	23.91	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	38.87	-87.04%
Birmingham AIDS Outreach	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	300.00	0.00%
Community Assistance Fund	25.00	25.00	25.00	25.00	25.00	25.00	125.00	25.00	25.00	25.00	0.00	50.00	25.00	400.00	33.33%
Other	25.00	0.00	0.00	0.00	0.00	78.00	71.15	70.15	52.00	64.00	105.06	87.10	71.50	598.96	99.65%
Church Maintenance	50.00	102.17	0.00	0.00	9.57	18.14	236.41	14.37	0.00	0.00	0.00	0.00	0.00	380.66	-36.56%
Worship/Church Supplies	25.00	27.57	4.75	68.01	8.40	26.98	5.30	8.09	31.00	19.97	2.55	15.40	136.68	354.70	18.23%
Postage	25.00	25.00	0.00	29.00	29.00	0.00	87.00	71.80	58.00	58.00	62.84	58.00	58.00	536.64	78.88%
Alabama Forum	35.00	35.00	35.00	35.00	35.00	35.00	35.00	0.00	35.00	35.00	35.00	0.00	35.00	350.00	-16.67%
Music Materials	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	45.00	98.56	0.00	0.00	0.00	143.56	-52.15%
Fellowship Committee	25.00	0.00	50.00	136.03	0.00	0.00	16.05	0.00	0.00	0.00	79.86	0.00	0.00	281.94	-6.02%
Christian Education Materials/Library	25.00	25.00	25.00	25.00	94.18	25.00	25.00	219.93	25.00	25.00	25.00	25.00	25.00	564.11	88.04%
Church Liability/Contents Insurance	10.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	150.00	170.00	41.67%
Bank Charges	10.00	6.78	5.55	8.20	12.83	5.94	2.62	3.29	6.70	81.58	0.00	2.51	3.50	139.60	16.33%
District Conference/Lay Delegate	50.00	50.00	50.00	50.00	50.00	150.00	50.00	50.00	50.00	220.00	0.00	100.00	50.00	870.00	45.00%
General Conference/Lay Delegate	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	0.00	100.00	50.00	600.00	0.00%
Student Clergy	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	0.00	200.00	100.00	1,200.00	0.00%
Photocopier Service Contract	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	0.00	100.00	50.00	600.00	0.00%
Building Fund	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	0.00	200.00	100.00	1,200.00	0.00%
Total Budgeted Expenses	\$1,922.00	\$1,873.70	\$1,811.17	\$2,018.99	\$1,868.21	\$1,850.00	\$2,370.32	\$1,974.59	\$2,019.00	\$2,323.97	\$1,402.20	\$2,178.77	\$2,148.18	\$23,839.10	
Non-Budgeted Expenses															
Miscellaneous Non-Budgeted Expenses			\$25.04	\$100.00	\$184.99	\$30.00			\$496.96	(\$42.50)				\$794.49	
Anniversary Expenses		\$331.00	797.72											1,128.72	
Alarm System											271.20			271.20	
Sound System										1227.95				1,227.95	
Pastor Appreciation Day												\$142.86		142.86	
Charge to Contingency Reserve														0.00	
Charge to District Conference Fund				60.00	363.24						140.00	227.94		791.18	
Charge to General Conference Fund		168.00					358.00	427.06						953.06	
Charge to Student Clergy Fund										420.00		(22.50)		397.50	
Charge to Photocopier Service Contract Fund								300.00						300.00	
Charge to Building Fund														0.00	
Charge to Community Assistance Fund									85.00	50.00	50.00		50.00	235.00	
Total Non-Budgeted Expenses		\$499.00	\$822.76	\$160.00	\$548.23	\$30.00	\$358.00	\$727.06	\$581.96	\$1,635.45	\$461.20	\$348.30	\$50.00	\$5,241.96	
TOTAL EXPENSES		\$2,372.70	\$2,633.93	\$2,178.99	\$2,416.44	\$1,880.00	\$2,728.32	\$2,701.65	\$2,600.96	\$3,979.42	\$1,863.40	\$2,527.07	\$2,198.18	\$30,081.06	

COVENANT METROPOLITAN COMMUNITY CHURCH
FINANCIAL STATEMENTS
THROUGH THE MONTH OF DECEMBER, 1991

TOTAL INCOME	\$2,249.92	\$2,996.50	\$3,172.30	\$2,517.59	\$2,100.25	\$2,366.47	\$2,596.36	\$3,759.74	\$2,428.09	\$1,824.16	\$2,530.45	\$2,078.17	\$30,620.00
TOTAL EXPENSES	\$2,372.70	\$2,633.93	\$2,178.99	\$2,416.44	\$1,880.00	\$2,728.32	\$2,701.65	\$2,600.96	\$3,979.42	\$1,863.40	\$2,527.07	\$2,198.18	\$30,081.06
PRELIMINARY NET INCOME(LOSS) FOR THE MONTH	(\$122.78)	\$362.57	\$993.31	\$101.15	\$220.25	(\$361.85)	(\$105.29)	\$1,158.78	(\$1,551.33)	(\$39.24)	\$3.38	(\$120.01)	\$538.94
ADD BACK FUND TRANSFERS	375.00	375.00	375.00	375.00	475.00	475.00	375.00	375.00	545.00	0.00	750.00	375.00	4,870.00
FINAL NET INCOME(LOSS) FOR THE MONTH	\$252.22	\$737.57	\$1,368.31	\$476.15	\$695.25	\$113.15	\$269.71	\$1,533.78	(\$1,006.33)	(\$39.24)	\$753.38	\$254.99	\$5,408.94

DISTRIBUTION OF INCOME(LOSS)	JAN	FEB	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	
Cash-Unallocated	(\$77.20)	\$102.24	(\$25.04)	\$0.00	\$0.00	\$0.00	\$350.94	\$863.33	(\$972.95)	(\$171.20)	\$0.00	\$0.00	
Cash-Allocated	\$74.70	\$260.33	\$426.25	(\$69.20)	\$220.25	(\$3.85)	\$194.89	\$380.45	(\$108.38)	\$238.21	\$208.82	(\$70.01)	
Contingency Reserve	\$6.98	\$0.00	\$0.00	\$5.02	\$0.00	\$0.00	\$6.21	\$0.00	\$0.00	\$6.84	\$0.00	\$0.00	
District Conference Fund	\$50.69	\$50.00	(\$10.00)	(\$228.52)	\$150.00	\$50.00	\$51.38	\$50.00	\$220.00	(\$134.09)	(\$127.94)	\$50.00	
General Conference Fund	(\$109.17)	\$50.00	\$50.00	\$56.17	\$50.00	(\$308.00)	(\$372.05)	\$50.00	\$50.00	\$1.71	\$100.00	\$50.00	
Student Clergy Fund	\$100.00	\$100.00	\$100.00	\$103.09	\$100.00	\$100.00	\$107.61	\$100.00	(\$320.00)	\$6.73	\$222.50	\$100.00	
Photocopier Service Contract Fund	\$53.05	\$50.00	\$50.00	\$53.74	\$50.00	\$50.00	(\$243.48)	\$50.00	\$50.00	\$5.12	\$100.00	\$50.00	
Building Fund	\$123.72	\$100.00	\$752.10	\$526.88	\$100.00	\$100.00	\$142.08	\$100.00	\$100.00	\$50.42	\$200.00	\$100.00	
Community Assistance Fund	\$29.45	\$25.00	\$25.00	\$28.97	\$25.00	\$125.00	\$32.13	(\$50.00)	(\$25.00)	(\$42.98)	\$50.00	(\$25.00)	
TOTAL DISTRIBUTION	\$252.22	\$737.57	\$1,368.31	\$476.15	\$695.25	\$113.15	\$269.71	\$1,533.78	(\$1,006.33)	(\$39.24)	\$753.38	\$254.99	\$5,408.94

ACCOUNT BALANCES	DEC	JAN	FEB	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	
Cash-Allocated	\$0.00	(\$77.20)	\$25.04	\$0.00	\$0.00	\$0.00	\$0.00	\$350.94	\$1,214.27	\$241.32	\$70.12	\$70.12	\$70.12	
Cash-Unallocated	1,552.82	1,627.52	1,887.85	2,314.10	2,244.90	2,465.15	2,461.30	2,656.19	3,036.64	2,928.26	3,166.47	3,375.29	3,305.28	
Contingency Reserve	480.41	487.39	487.39	487.39	492.41	492.41	492.41	498.62	498.62	498.62	505.46	505.46	505.46	
District Conference Fund	47.56	98.25	148.25	138.25	(90.27)	59.73	109.73	161.11	211.11	431.11	297.02	169.08	219.08	
General Conference Fund	607.82	498.65	548.65	598.65	654.82	704.82	396.82	24.77	74.77	124.77	126.48	226.48	276.48	
Student Clergy Fund	0.00	100.00	200.00	300.00	403.09	503.09	603.09	710.70	810.70	490.70	497.43	719.93	819.93	
Photocopier Service Contract Reserve	210.26	263.31	313.31	363.31	417.05	467.05	517.05	273.57	323.57	373.57	378.69	478.69	528.69	
Building Fund	1,632.05	1,755.77	1,855.77	2,607.87	3,134.75	3,234.75	3,334.75	3,476.83	3,576.83	3,676.83	3,727.25	3,927.25	4,027.25	
Community Assistance Fund	306.28	335.73	360.73	385.73	414.70	439.70	564.70	596.83	536.83	511.83	468.85	518.85	493.85	
FINANCIAL POSITION AT END OF MONTH	\$4,837.20	\$5,089.42	\$5,826.99	\$7,195.30	\$7,671.45	\$8,366.70	\$8,479.85	\$8,749.56	\$10,283.34	\$9,277.01	\$9,237.77	\$9,991.15	\$10,246.14	\$5,408.94

	JAN	FEB	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER
BEGINNING BALANCE	\$480.41	\$487.39	\$487.39	\$487.39	\$492.41	\$492.41	\$492.41	\$498.62	\$498.62	\$498.62	\$505.46	\$505.46
INCOME:												
Interest	\$6.98			5.02			6.21			6.84		
TOTAL INCOME	\$6.98	\$0.00	\$0.00	\$5.02	\$0.00	\$0.00	\$6.21	\$0.00	\$0.00	\$6.84	\$0.00	\$0.00
EXPENSES:												
	\$0.00											
	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
ENDING BALANCE	\$487.39	\$487.39	\$487.39	\$492.41	\$492.41	\$492.41	\$498.62	\$498.62	\$498.62	\$505.46	\$505.46	\$505.46

COVENANT METROPOLITAN COMMUNITY CHURCH
DISTRICT CONFERENCE FUND
THROUGH THE MONTH OF DECEMBER, 1991

	JAN	FEB	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER
BEGINNING BALANCE	\$47.56	\$98.25	\$148.25	\$138.25	(\$90.27)	\$59.73	\$109.73	\$161.11	\$211.11	\$431.11	\$297.02	\$169.08
INCOME:												
Interest	\$0.69			2.04			1.38			5.91		
Contributions from General Budget	50.00	50.00	50.00	50.00	150.00	50.00	50.00	50.00	220.00		100.00	50.00
Mileage tithed back to fund				82.68								
TOTAL INCOME	\$50.69	\$50.00	\$50.00	\$134.72	\$150.00	\$50.00	\$51.38	\$50.00	\$220.00	\$5.91	\$100.00	\$50.00
EXPENSES:												
Conference expenses - Lay Delegate			\$30.00	\$184.48						40.00	\$113.97	
Conference expenses - Pastor			30.00	178.76						40.00	113.97	
	\$0.00	\$0.00	\$60.00	\$363.24	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$80.00	\$227.94	\$0.00
ENDING BALANCE	\$98.25	\$148.25	\$138.25	(\$90.27)	\$59.73	\$109.73	\$161.11	\$211.11	\$431.11	\$357.02	\$169.08	\$219.08

COVENANT METROPOLITAN COMMUNITY CHURCH
GENERAL CONFERENCE FUND
THROUGH THE MONTH OF DECEMBER, 1991

	JAN	FEB	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER
BEGINNING BALANCE	\$607.82	\$498.65	\$548.65	\$598.65	\$654.82	\$704.82	\$396.82	\$24.77	\$74.77	\$124.77	\$126.48	\$226.48
INCOME:												
Interest	\$8.83			6.17			5.01			1.71		
Contributions from General Budget	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00		100.00	50.00
TOTAL INCOME	\$58.83	\$50.00	\$50.00	\$56.17	\$50.00	\$50.00	\$55.01	\$50.00	\$50.00	\$1.71	\$100.00	\$50.00
EXPENSES:												
Registration fee for Lay Delegate	\$168.00											
Airfare for Lay Delegate						358.00						
Per diem for Lay Delegate							160.00					
Housing for Lay Delegate							267.06					
	\$168.00	\$0.00	\$0.00	\$0.00	\$0.00	\$358.00	\$427.06	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
ENDING BALANCE	\$498.65	\$548.65	\$598.65	\$654.82	\$704.82	\$396.82	\$24.77	\$74.77	\$124.77	\$126.48	\$226.48	\$276.48

COVENANT METROPOLITAN COMMUNITY CHURCH
STUDENT CLERGY FUND
THROUGH THE MONTH OF DECEMBER, 1991

	JAN	FEB	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER
BEGINNING BALANCE	\$0.00	\$100.00	\$200.00	\$300.00	\$403.09	\$503.09	\$603.09	\$710.70	\$810.70	\$490.70	\$497.43	\$719.93
INCOME:												
Interest	\$0.00			3.09			7.61			6.73		
Contributions from General Budget	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00		200.00	100.00
TOTAL INCOME	\$100.00	\$100.00	\$100.00	\$103.09	\$100.00	\$100.00	\$107.61	\$100.00	\$100.00	\$6.73	\$200.00	\$100.00
EXPENSES:												
Samaritan College reigstration									\$100.00			
Clergy manual									45.00		(\$22.50)	
"Introduction to the Bible" registration and tuition									275.00			
	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$420.00	\$0.00	(\$22.50)	\$0.00
ENDING BALANCE	\$100.00	\$200.00	\$300.00	\$403.09	\$503.09	\$603.09	\$710.70	\$810.70	\$490.70	\$497.43	\$719.93	\$819.93

COVENANT METROPOLITAN COMMUNITY CHURCH
BUILDING FUND
THROUGH THE MONTH OF DECEMBER, 1991

	JAN	FEB	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER
BEGINNING BALANCE	\$1,632.05	\$1,755.77	\$1,855.77	\$2,607.87	\$3,134.75	\$3,234.75	\$3,334.75	\$3,476.83	\$3,576.83	\$3,676.83	\$3,727.25	\$3,927.25
INCOME:												
Interest	\$23.72			26.88			42.08			50.42		
Contributions from General Budget	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00		200.00	100.00
Individual contributions			652.10	400.00								
TOTAL INCOME	\$123.72	\$100.00	\$752.10	\$526.88	\$100.00	\$100.00	\$142.08	\$100.00	\$100.00	\$50.42	\$200.00	\$100.00
EXPENSES:												
	\$0.00											
	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
ENDING BALANCE	\$1,755.77	\$1,855.77	\$2,607.87	\$3,134.75	\$3,234.75	\$3,334.75	\$3,476.83	\$3,576.83	\$3,676.83	\$3,727.25	\$3,927.25	\$4,027.25

	JAN	FEB	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER
BEGINNING BALANCE	\$210.26	\$263.31	\$313.31	\$363.31	\$417.05	\$467.05	\$517.05	\$273.57	\$323.57	\$373.57	\$378.69	\$478.69
INCOME:												
Interest	\$3.05			3.74			6.52			5.12		
Contributions from General Budget	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00		100.00	50.00
TOTAL INCOME	\$53.05	\$50.00	\$50.00	\$53.74	\$50.00	\$50.00	\$56.52	\$50.00	\$50.00	\$5.12	\$100.00	\$50.00
EXPENSES:												
Service Contract Renewal	\$0.00						300.00					
	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$300.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
ENDING BALANCE	\$263.31	\$313.31	\$363.31	\$417.05	\$467.05	\$517.05	\$273.57	\$323.57	\$373.57	\$378.69	\$478.69	\$528.69

COVENANT METROPOLITAN COMMUNITY CHURCH
COMMUNITY ASSISTANCE FUND
THROUGH THE MONTH OF DECEMBER, 1991

	JAN	FEB	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER
BEGINNING BALANCE	\$306.28	\$335.73	\$360.73	\$385.73	\$414.70	\$439.70	\$564.70	\$596.83	\$536.83	\$511.83	\$468.85	\$518.85
INCOME:												
Interest	\$4.45			3.97			7.13			7.02		
Contributions from General Budget	25.00	25.00	25.00	25.00	25.00	125.00	25.00	25.00	25.00		50.00	25.00
TOTAL INCOME	\$29.45	\$25.00	\$25.00	\$28.97	\$25.00	\$125.00	\$32.13	\$25.00	\$25.00	\$7.02	\$50.00	\$25.00
EXPENSES:												
	\$0.00							\$85.00	\$50.00			\$50.00
	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$85.00	\$50.00	\$0.00	\$0.00	\$50.00
ENDING BALANCE	\$335.73	\$360.73	\$385.73	\$414.70	\$439.70	\$564.70	\$596.83	\$536.83	\$511.83	\$518.85	\$518.85	\$493.85

THROUGH THE MONTH OF MARCH, 1992															BUDGET	BUDGET
INCOME	BUDGET	JAN	FEB	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	TOTAL	VAR	
Offerings & Tithes	\$2,263.00	\$2,121.31	\$2,767.34	\$2,442.93										\$7,331.58	7.99%	
Special Income-Tithable	0.00	572.00	404.00	39.16										1,015.16		
Special Income-Non-tithable	0.00	155.99	555.00	70.00										780.99		
TOTAL INCOME	\$2,263.00	\$2,849.30	\$3,726.34	\$2,552.09	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$9,127.73		
EXPENSES																
Budgeted Expenses																
UFMCC Tithe	\$225.00	\$269.33	\$317.13	\$248.21										\$834.67	23.65%	
GLAD Tithe	113.00	134.67	158.57	124.10										417.34	23.11%	
UFMCC Pension Fund	50.00	0.00	0.00	87.75										87.75	-41.50%	
Rent-Sanctuary	500.00	1,025.00	525.00	500.00										2,050.00	36.67%	
Leadership Stipend	325.00	300.00	300.00	375.00										975.00	0.00%	
Utilities	100.00	136.55	152.34	726.67										1,015.55	238.52%	
Telephone	60.00	52.62	53.93	227.18										333.73	85.41%	
Outreach Programs:																
Clown Ministry	25.00	0.00	0.00	0.00										0.00	-100.00%	
Prayer Bear Program	25.00	0.00	0.00	0.00										0.00	-100.00%	
Birmingham AIDS Outreach	50.00	50.00	50.00	50.00										150.00	0.00%	
Community Assistance Fund	50.00	50.00	50.00	50.00										150.00	0.00%	
Other	25.00	0.00	0.00	0.00										0.00	-100.00%	
Church Maintenance	100.00	0.00	2,000.80	0.00										2,000.80	566.93%	
Worship/Church Supplies	25.00	35.54	230.44	0.00										265.98	254.64%	
Postage	60.00	0.00	29.00	58.00										87.00	-51.67%	
Alabama Forum	35.00	0.00	105.00	35.00										140.00	33.33%	
Music Materials	20.00	96.83	55.59	0.00										152.42	154.03%	
Fellowship Committee	50.00	47.87	(25.58)	20.00										42.29	-71.81%	
Christian Ed./Library/Inquirer's Classes	50.00	25.00	25.00	50.59										100.59	-32.94%	
Flowers/Memorials	25.00	0.00	119.97	0.00										119.97	59.96%	
Church Liability/Contents Insurance	15.00	0.00	0.00	0.00										0.00	-100.00%	
Bank Charges	10.00	1.77	4.44	11.05										17.26	-42.47%	
District Conference/Lay Delegate	50.00	50.00	50.00	175.00										275.00	83.33%	
General Conference/Lay Delegate	50.00	50.00	50.00	50.00										150.00	0.00%	
Student Clergy	100.00	0.00	200.00	100.00										300.00	0.00%	
Photocopier Service Contract	25.00	0.00	50.00	25.00										75.00	0.00%	
Building Fund	100.00	100.00	100.00	100.00										300.00	0.00%	
Total Budgeted Expenses	\$2,263.00	\$2,425.18	\$4,601.63	\$3,013.55	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$10,040.35	47.89%	
Non-Budgeted Expenses																
Miscellaneous Non-Budgeted Expenses														\$0.00		
Anniversary Expenses		\$249.54	1,185.58	39.16										1,474.28		
Pastor Appreciation Day														0.00		
1917 Clinic Donations		76.00		70.00										146.00		
Charge to Contingency Reserve														0.00		
Charge to District Conference Fund														0.00		
Charge to General Conference Fund														0.00		
Charge to Student Clergy Fund														0.00		
Charge to Photocopier Service Contract Fund		24.72		300.00										324.72		
Charge to Building Fund														0.00		
Charge to Community Assistance Fund		50.00												50.00		
Total Non-Budgeted Expenses		\$400.26	\$1,185.58	\$409.16	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,995.00		
TOTAL EXPENSES		\$2,825.44	\$5,787.21	\$3,422.71	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$12,035.36		

COVENANT METROPOLITAN COMMUNITY CHURCH
FINANCIAL STATEMENTS
THROUGH THE MONTH OF MARCH, 1992

TOTAL INCOME	\$2,849.30	\$3,726.34	\$2,552.09	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$9,127.73
TOTAL EXPENSES	\$2,825.44	\$5,787.21	\$3,422.71	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$12,035.36
PRELIMINARY NET INCOME(LOSS) FOR THE MONTH	\$23.86	(\$2,060.87)	(\$870.62)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$2,907.63)
ADD BACK FUND TRANSFERS	250.00	500.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,250.00
FINAL NET INCOME(LOSS) FOR THE MONTH	\$273.86	(\$1,560.87)	(\$370.62)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$1,657.63)

DISTRIBUTION OF INCOME(LOSS)	JAN	FEB	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	
Cash-Unallocated	\$0.00	(\$70.12)	\$0.00										
Cash-Allocated	18.59	(1,990.75)	(570.62)										
Contingency Reserve	5.88	0.00	0.00										
District Conference Fund	52.55	50.00	175.00										
General Conference Fund	53.22	50.00	50.00										
Student Clergy Fund	9.54	200.00	100.00										
Photocopier Service Contract Fund	(18.56)	50.00	(275.00)										
Building Fund	146.89	100.00	100.00										
Community Assistance Fund	5.75	50.00	50.00										
TOTAL DISTRIBUTION	\$273.86	(\$1,560.87)	(\$370.62)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$1,657.63)

ACCOUNT BALANCES	DEC	JAN	FEB	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	
Cash-Allocated	\$70.12	\$70.12	\$0.00	\$0.00										
Cash-Unallocated	3,305.28	3,323.87	1,333.12	762.50										
Contingency Reserve	505.46	511.34	511.34	511.34										
District Conference Fund	219.08	271.63	321.63	496.63										
General Conference Fund	276.48	329.70	379.70	429.70										
Student Clergy Fund	819.93	829.47	1,029.47	1,129.47										
Photocopier Service Contract Reserve	528.69	510.13	560.13	285.13										
Building Fund	4,027.25	4,174.14	4,274.14	4,374.14										
Community Assistance Fund	493.85	499.60	549.60	599.60										
FINANCIAL POSITION AT END OF MONTH	\$10,246.14	\$10,520.00	\$8,959.13	\$8,588.51	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$8,588.51



[illegible]

COVENANT METROPOLITAN COMMUNITY CHURCH
BUILDING FUND
THROUGH THE MONTH OF MARCH, 1992

[illegible]

[illegible]

[illegible]

[illegible]

ENDING BALANCE

[illegible]

SAMPLE QUESTIONNAIRE FOR CONGREGATIONAL MEMBERS

ABOUT YOU (Please do not give your name)

- (1) The approximate length of my involvement with MCC ***** is:
 __ 1-6 months __ 6-12 months __ 1-3 years
 __ 3-5 years __ 5-7 years __ more than 7 years
- (2) I have been a member of MCC ***** for __ months / or __ years.
- (3) My previous church background/worship experience was _____.
- (4) I attend approximately __ Sunday worship services at MCC ***** monthly.
- (5) I travel about __ miles (or kilometres) to attend Sunday worship.
- (6) Additional activities/ministries/programs of MCC ***** in which I participate are: _____.
- (7) In my opinion, our church's greatest strength is: _____.
- (8) The program or ministry of our church that I am most excited about is: _____.
- (9) My greatest concern for our church is: _____.
- (10) I normally attend Congregational Meetings. __Yes or __No
- (11) ~~I intend to attend the Congregational Meeting called to elect our new Pastor.~~ __Yes or __No
- (12) I am: __ currently employed or __ unemployed.
 ~~My annual income is approximately \$ _____.~~

ABOUT THE PASTOR WE SHOULD CALL

The following areas are all involved in a Pastor's ministry. For each area of ministry, circle the number from 1 to 4 which indicates your personal priority for a new pastor.

	PRIORITY			
	LOW			HIGH
<u>Training/Experience</u>				
Prospective Pastor should have seminary training	1	2	3	4
Prospective Pastor should be licensed clergy	1	2	3	4
Prospective Pastor should be ordained	1	2	3	4
Prospective Pastor should have at least three years of clergy service in MCC	1	2	3	4
Prospective Pastor should have served as Senior Pastor of a MCC congregation	1	2	3	4

	PRIORITY			
	LOW			HIGH
<u>Preaching and Worship Leadership</u>				
Powerful, "Spirit-filled" sermons	1	2	3	4
Personal, practical sermons	1	2	3	4
Sermons aimed at spiritual development of members	1	2	3	4
Sermons that call for committed discipleship	1	2	3	4
Sermons aimed at evangelizing	1	2	3	4
Creative worship services	1	2	3	4
Informal worship services	1	2	3	4
Formal, liturgical services	1	2	3	4
Wearing of vestments	1	2	3	4
<i>PROCESSIONAL</i> An overall "evangelistic" style	1	2	3	4
An overall "Pentecostal" style	1	2	3	4
An overall quiet charismatic style	1	2	3	4
An overall "high church" style	1	2	3	4
An overall moderate, ecumenical style	1	2	3	4
Sensitivity to ethnic and language differences	1	2	3	4
Commitment to inclusive language	1	2	3	4
<i>COMMUNION AT ALTAR</i> <i>COMMUNION AT SEAT</i>				
<u>Pastoral Care and Counseling</u>				
Availability for appointments with average member	1	2	3	4
Visitation of members and friends at home or lunch hour at work	1	2	3	4
Hospital and emergency visitation	1	2	3	4
Socializing with congregation after services	1	2	3	4
Counseling of individuals who are members	1	2	3	4
Counseling of individuals who are not members	1	2	3	4
Counseling of couples who are members	1	2	3	4
Counseling of couples who are not members	1	2	3	4
Pre-Holy Union counseling	1	2	3	4
Referral of counselees to professionals	1	2	3	4
Training of peer counselors in the church	1	2	3	4

	PRIORITY			
	LOW			HIGH
<u>Education/Training</u>				
Overall administration of educational programs	1	2	3	4
Personally teach pre-membership classes	1	2	3	4
Personally teach a regular Bible study	1	2	3	4
Personally lead periodic workshops and classes	1	2	3	4
Equipping others to teach	1	2	3	4
Equipping lay members to lead worship	1	2	3	4
Equipping lay members to lead committees/programs	1	2	3	4
Equipping lay members to do outreach & evangelism	1	2	3	4
Initial training of deacon candidates (or lay ministers)	1	2	3	4
Ongoing training of deacons (or lay ministers)	1	2	3	4
Supervision of student clergy	1	2	3	4
Continuation of own professional training	1	2	3	4
<u>Outreach</u>				
Personal evangelism in the community	1	2	3	4
Follow-up on visitors to worship services	1	2	3	4
Involvement in local gay/lesbian activities	1	2	3	4
Involvement in local ecumenical activities	1	2	3	4
Spokesperson for church in the media	1	2	3	4
Spokesperson for gay/lesbian people in the media	1	2	3	4
Public speaking engagements	1	2	3	4
Involvement in social action/service projects	1	2	3	4
Participation in District Conferences, positions, committees, and activities	1	2	3	4
Participation in UFMCC Conferences, positions, committees, and activities	1	2	3	4
<u>Administration/Management</u>				
Organizing and maintaining church office	1	2	3	4
Selecting and developing staff members	1	2	3	4

	PRIORITY			
	LOW			HIGH
Selecting and developing committee chairs	1	2	3	4
Organizing the ministries and programs of church	1	2	3	4
Day-to-day coordination of church's ministries and programs	1	2	3	4
Planning and goal-setting with lay leaders	1	2	3	4
Evaluation of personnel and programs	1	2	3	4
Equipping lay leaders to do fundraising and pledge drives	1	2	3	4
Spiritual/Biblical teaching about stewardship	1	2	3	4
Oversee church newsletter	1	2	3	4
Communication with congregation through newsletter and/or letters	1	2	3	4

IMPORTANCE OF MINISTRY AREAS

Rank the above pastoral ministry areas for their importance to MCC **** for the present and foreseeable future. Rank one of the areas 6 for your highest rating, and so on down to 1 for your lowest rating.

- | | |
|---|---|
| ☐ Training/Experience | ☐ Preaching and Worship Leadership |
| ☐ Pastoral Care/Counseling | ☐ Education/Training |
| ☐ Outreach | ☐ Administration/Management |

OTHER INPUT YOU WANT TO GIVE THE PASTORAL SEARCH COMMITTEE ABOUT A PROSPECTIVE PASTOR

COVENANT METROPOLITAN COMMUNITY CHURCH
GOALS EVALUATION NARRATIVE
1993-1994

In the past twelve months, Covenant MCC has continued to grow at an accelerated rate, now reaching 103 members. Attendance each Sunday is 90-95, going over 100 at special services. Our attendance has continued to climb, taking into consideration that our pastor died, which would ordinarily cause a slump in attendance, but it did not. A number of ✓ parents of gays are attending, along with a sizeable number of gay mothers and fathers, so much so that we have had to add Children's Church to our program. We are beginning to touch other heterosexuals who have come to know the gay community through their AIDS activism and they are now part of our church, also.

Our finances have remained stable over the previous year, with quarterly reassessment of how we were progressing, and increases in budget as receipts allowed. This has enabled us to pay a pastor at about 3/4 of full-time, an associate pastor at about 1/4 time, and provide for Cliff's student clergy expenses, in addition to rent, building repairs, and the other expected expenses of running a church.

We moved to another facility in late May, 1994, the Birmingham Wedding Chapel, originally built as a Wesleyan Church. This gives us growth space into the 225-250 range. With the move, we have excellent facilities for meetings, classes, office space, and all activities necessary, given that we must do some scheduling around the needs of the wedding chapel. We have the building Sunday through Wednesday; they have the building Thursday through Saturday. We can have some Saturday scheduling, if they are not using the education building, for example.

Our Council of Ministries is functioning as it was intended, providing us with year-round scheduling of a variety of activities; educational, evangelistic, and congregational care, which keeps us reaching out and reaching in, and which has continued our ongoing growth.

Our staff now includes our new pastor (Rev. Marge Ragona), four deacons (the three excellent deacons we had in the past, and a fourth who was a Church of God pastor, but who does not meet the educational qualifications for transfer of credentials to UFMCC). Another deacon-in-training will be available in a very few months, needing only a few classes to complete his diaconal training. This will give us three men and two women in the diaconate, with a number more asking to be part of this year's training program. Additionally, we have one student clergy who will be reaching licensing at the end of next year and one potential transfer clergy with a Master of Divinity degree, who may also seek licensing at the end of next year.

COVENANT METROPOLITAN COMMUNITY CHURCH
GOALS STATEMENT
1991-1992

WORSHIP

Six Month Goals

1. Continue training and development of additional preachers, liturgists, and communion servers. Train and develop a committed staff
2. Stabilize the music program by scheduling the pianists and by scheduling and being more intentional about the use of soloists.
3. Rebuild the choir program.

One Year Goals

1. Develop musical worship services for Holy seasons.
2. Explore alternate styles of worship. Offer another type of worship service on a periodic basis.

Two Year Goals

1. Offer weeknight worship (probably Wednesday night).

U.S. DEPARTMENT OF THE INTERIOR
BUREAU OF LAND MANAGEMENT
1951-1952

1951-1952

U.S. DEPARTMENT OF THE INTERIOR

1. The purpose of this report is to provide a summary of the work done by the Bureau of Land Management during the year 1951-1952.
2. The report is divided into two main parts: a summary of the work done by the Bureau of Land Management during the year 1951-1952, and a summary of the work done by the Bureau of Land Management during the year 1950-1951.
3. The first part of the report is a summary of the work done by the Bureau of Land Management during the year 1951-1952.

U.S. DEPARTMENT OF THE INTERIOR

4. The second part of the report is a summary of the work done by the Bureau of Land Management during the year 1950-1951.
5. The report is divided into two main parts: a summary of the work done by the Bureau of Land Management during the year 1951-1952, and a summary of the work done by the Bureau of Land Management during the year 1950-1951.

U.S. DEPARTMENT OF THE INTERIOR

6. The report is divided into two main parts: a summary of the work done by the Bureau of Land Management during the year 1951-1952, and a summary of the work done by the Bureau of Land Management during the year 1950-1951.

CONGREGATIONAL CARE

Six Month Goals

1. Develop and train a committed staff.
2. Implement an emergency telephone network.
3. Rebuild and develop fellowship committee for planning and scheduling of fellowship events.
4. Develop visitor and MIA follow-up program.

One Year Goals

1. Retreat for staff and board members.
2. Development of visitation team for sick, visitors, MIA's, etc.
3. Implement a deaconate program.

Two Year Goals

1. Develop a counseling and referral service.

EVANGELISM

Six Month Goals

1. Develop and print tract(s) about Covenant M.C.C. and our ministries to be distributed throughout the community and to visitors.
2. Increase utilization of the public media for dissemination of information about and advertisement for the church.
3. Audio tape services and establish library of taped services for use of prospective members and those unable to attend service.
4. Continue to develop and implement the Loving Care (AIDS) Ministry.
5. Increase participation on councils or in events sponsored both in the greater gay community and the greater Christian community.

One Year Goals

1. Develop a musical or dramatic program to take to the community or other congregations.
2. Host a District Conference or other District-sponsored event in Birmingham.
3. Develop a team to participate in local AIDS or other events with live Christian music.

Two Year Goals

1. Develop the church as a resource center for neighboring churches or new groups within the district.

EDUCATION

Six Month Goals

1. Continue development and implementation of one-day Inquirer's/Membership workshop.
2. Provide additional staff and board member training from outside sources at the District level.
3. Develop video for use at Inquirer's class which gives UFMCC and local church history and provides scenes from church services, social events, and ministries

One Year Goals

1. Host another regional mini-conference primarily of an educational nature.
2. Increase the use of District and Fellowship education resources on the local level.

Two Year Goals

1. Develop a workshop to be taught by Covenant members at a District Conference.

ABSTRACT

The Korean People

1. This paper discusses the registration of the Korean people in the United States.

2. The Korean people are a people of the East, and their registration in the United States is a problem of the East.

3. The Korean people are a people of the East, and their registration in the United States is a problem of the East. The Korean people are a people of the East, and their registration in the United States is a problem of the East.

THE KOREAN PEOPLE

1. The Korean people are a people of the East, and their registration in the United States is a problem of the East.

2. The Korean people are a people of the East, and their registration in the United States is a problem of the East.

The Korean People

1. The Korean people are a people of the East, and their registration in the United States is a problem of the East.

STEWARDSHIP

Six Month Goals

1. Increase tithing levels to maintain increased budget as a result of adding pastoral compensation and building expenses.
2. Expand stewardship program to include recognition of and recording of time tithing.

One Year Goals

1. Institute major budget expansion effort as a result of possible building move.

Two Year Goals

PASTORAL CARE

Six Month Goals

1. Write and implement pastoral contract
2. Develop greater staff participation to assist pastoral leader in implementation of developing programs.
3. Begin and implement a compensation/benefits package for the pastor.

One Year Goals

1. Develop semi-annual review process for the compensation/benefits package for the pastoral leader.
2. Develop and train an office staff person.

Two Year Goals

COVENANT METROPOLITAN COMMUNITY CHURCH

GOALS EVALUATION NARRATIVE

MISSION

Six Month Goals

1. Develop a greater personal and collective sense or awareness of mission within the church leadership and congregation as a whole.
2. Open the church facilities to greater usage by other community groups.
3. Continue to encourage increased participation by church members in programs sponsored by other groups which deal with direct services people (hospice, buddy programs, food kitchens, etc.)
4. Develop a newsletter staff and increase the circulation of newsletter.
5. Continue development and implementation of AIDS ministry outreach program. Increase the visibility and access to this and other ministries of the church.

One Year Goals

1. Research best avenue for congregational participation in a community-based program sponsored by another group.

Two Year Goals

1. Sponsor major community event for the benefit of a community-based organization with direct services to people.

COVENANT METROPOLITAN COMMUNITY CHURCH

GOALS EVALUATION NARRATIVE

1992-1993

In the past twelve months, Covenant MCC has grown at a rate we had not really anticipated. Membership has virtually doubled, attendance at times has almost tripled, and tithing has increased dramatically. At a time when we are normally experiencing a "summer slump", attendance continues to climb to the point that we are beginning to feel crowded on Sunday mornings. Participation in other church activities is excellent for a church our size. And any time we need people for a particular project, volunteers seem to come out of the woodwork.

As you know, we recently hosted the Spring, 1993 G.L.A.D. Conference. What, at times, seemed to be an almost insurmountable task, came together with relative ease thanks to the dedication of those who took on the various responsibilities and others who volunteered their time and energy so freely and cheerfully.

We have developed a Council of Ministries which includes lay people who are taking charge of areas such as outreach and evangelism, familyship, worship coordination, congregational care, visitor/MIA follow-up, and more. Along with this we have instituted a month-in-advance worship service participation schedule which includes the preaching schedule, accompanists, soloists, ushers, communion servers, song leaders, Scripture readers, etc.

We now have a solid staff including an associate pastor (Rev. Marge Ragona), three incredible deacons, and a paid part-time secretary. We will begin training additional deacons in August. The Council of Ministries and the Staff have allowed the Board to become what it is supposed to be, freeing it to be able to better handle the business of an MCC church board without having to deal with so many other issues. The result has been a more effective, less overworked, truly functional Board of Directors.

We have in place now a full choir program. The choir is in place at every Sunday morning worship service. We intend to extend the program to include a children's choir very soon. In addition, we have budgeted and have hired a choir and worship service accompanist. We also now have a number of accompanists for both piano and organ who are available for each worship service. Since this time last year, the choir has presented two full-length cantatas, one of which has been a major classic of the Easter season for many years. The choir has also sung at District conference and has been the core group of the All Conference Choir. And, thanks to a few large, unsolicited donations, the choir has beautiful new robes complete with seasonal stoles.

Our drama program is beginning to rival that of any church anywhere. Our only limitation is space. Not only are we producing major-scale productions seasonally, several sermon-length presentations have been done with more in the works.

With the arrival of Rev. Marge Ragona, we are beginning to develop a full Christian Education program. Our Sunday School program is continuing to grow. We have already added a second class designed for children (and the child within all of us). A third class is being considered as of this writing. Wednesday evening study courses are being offered on a regular basis and our Thursday evening Bible study group is considering spawning a new group because it is getting a little too large. We are also beginning to offer education programs to benefit the entire community.

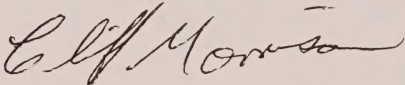
This summer, our church was more involved than ever with the annual "Pride" celebration. I served as liaison with the city and Rev. Marge organized the Pride Parade. The church has always been involved in Pride activities, but we have never been so highly visible as we will be this year. Our full choir even sang at Pride Day In The Park. The community is beginning to take notice, too! Grapevine reports are strongly indicating that our once shaky reputation is solidly good and our increased attendance seems to be partial proof of that.

We continue to actively support the activities and programs of local AIDS organizations such as the 1917 Clinic and Birmingham Aids Outreach. I remain on the Interfaith Council on AIDS and am always available to preach the Healing Services sponsored by that group. Our Deacons and Associate Pastor are also very active in those services.

One additional comment regarding the growth of Covenant MCC: Though the sanctuary seemed so large when we first moved in to our current facility, we outgrew the rest of the space almost immediately. Now, with attendance averaging above 75% of our seating capacity, we are already searching for a new building. Praise God for such problems!!

Covenant MCC made a commitment several years ago to be about doing only God's business. We adopted a slogan, "If we're not about doing God's business, then we have no business in this business." We still hold to that premise, and that has made all the difference.

Your servant in Christ,

A handwritten signature in cursive script, reading "Cliff Morrison". The signature is written in dark ink and is positioned above the printed name.

Cliff Morrison, Pastor
Covenant Metropolitan Community Church

REVISION #1

COVENANT MCC PROPOSED GOALS FOR 1993-1994

WORSHIP

Six Month Goals

1. Involve more lay participation in areas such as Scripture reading, offering, Communion servers, etc.
2. Expand choir program to a year-round basis to provide consistent choral music for each Sunday morning service.
3. Provide a consistent mid-week study course/worship program.
4. Establish a "Preaching Schedule" on a monthly basis for Pastor, Associate Pastor, Deacons, and lay speakers. Establish a schedule for readers, Communion servers, and Acolytes.

One Year Goals

1. Develop a still wider variety of worship experiences allowing for different service formats and contents on an occasional basis.
2. Begin Children's Choir program.
3. Develop more dramatic presentations, especially sermon-length pieces, for use particularly in Sunday evening services.
4. Develop instrumental music resources, especially other than piano and organ (find and utilize people who play other wind, brass, percussion, and string instruments) and begin to build an ensemble.

Two Year Goals

1. Work toward establishing choral music for the evening services. This could include the full choir, a choral ensemble, the children's choir, a possible "youth" choir, and other ensembles of a similar nature.

EVANGELISM

Six Month Goals

1. Develop a plan for distribution of CMCC tracts.
2. Continue using *THE ALABAMA FORUM* and other community media to promote church activities.
3. Develop more and different workshops with emphasis on educating our congregation and the community at large.
4. Work more closely with area HIV/AIDS programs to assist as we are able.
5. Begin taping all worship services and establish a tape library for use by shut-ins or prospective members.
6. Develop a survey to be distributed in our community to assess the community's spiritual needs and how CMCC can better meet those needs.

One Year Goals

1. Establish and train committed leadership for cell-group program.
2. Develop and implement a plan to make CMCC and our programs more highly visible in our community.
3. Have the G.L.A.D. DPOC and WHPR present a workshop to help CMCC to develop a comprehensive program of outreach to ethnic minorities in our community.
4. Establish a class on sign language interpreting and recruit committed students to learn and become proficient so that our worship services can be signed for the deaf or hearing impaired. When the class is ready, advertise in the community that our services are being interpreted so as to attract those who are deaf but who have no church to go to.

Two Year Goals

1. Take musical and/or dramatic programs to other congregations.
1. Be aggressive about instituting cell group program. Redouble efforts to reach out through cell groups.
2. Re-assess the spiritual needs of the community.

MISSION

Six Month Goals

1. Develop staff for *The COVENANT TIMES* to assist the editor in preparation and distribution.
2. Develop mailing list and acquire postal permit for distribuion of church publications.
3. Continue to support local AIDS organizations as they have need.
4. Encourage increased participation by church members in Christian Social Action activities. Increase visibility and support of Civil Rights issues and activities, including "Pride" events.

One Year Goals

1. Sponsor a major community event for the benefit of a community-based organization with direct services to people.
2. Encourage increased participation by church members in community service groups and activities outside the church.
3. Organize and implement a spiritual 12-step program.

Two Year Goals

1. Begin women's and men's healing groups for sexual, physical, and emotional abuse.

STEWARDSHIP

Six Month Goals

1. Continue "One-Day Pledge Day" with pledge forms available to the congregation during the entire month preceeding Pledge Day. Regular emphasis should occur in the *Covenant Times* newsletter.
2. Continue emphasis on stewardship of time, talent, and money in Inquirer's classes. Encourage all who join the church to fill out a commitment form.

One Year Goals

1. Increase Building Fund Offering to allow CMCC to purchase our own property or to move to an adequate existing church facility on a lease/purchase basis so we can meet the worship, educational, and familyship needs of a growing congregation.
2. Increase tithing so that:
 - a. Pastor can be compensated on a full-time basis
 - b. Associate Pastor can begin receiving compensation
 - c. A part-time church secretary can be hired.
 - d. A permanent choir director can be hired and additional compensation will be available for musicians.

Two Year Goals

1. Develop compensation package for Church Administrator.

EDUCATION

Six Month Goals

1. Develop a Sunday School and general education curriculum to be used throughout the church for the coming year.
2. Develop deacon training program.
3. Develop video presentation on CMCC to be used at Inquirer's Classes.
4. Work toward increased growth in Thursday night Bible Study.

One Year Goals

1. Consider hosting a district or regional "mini-conference" of a special nature such as "Building the Church Music Program" or "Developing an Active Drama Program in the Church".
2. Complete training of additional deacons.
3. Begin an additional Bible Study group

Two Year Goals

1. Develop a third Sunday School class.

CONGREGATIONAL CARE

Six Month Goals

1. Stabilize Council of Ministries and increase as necessary.
2. Enlist additional deacons for training.
3. Improve visitor/MIA follow-up program.
4. Develop follow-up program for members who have become inactive.

One Year Goals

1. Develop church-wide retreat.
2. Develop retreats for Staff, Board, and Council of Ministries.
3. Develop Visitation Team to assist Pastor, Associate Pastor, and Deacons in this area.

Two Year Goals

1. Develop a counseling and referral service.
2. Develop pastoral office hours for "drop-in" counseling.
3. Develop job description for Church Administrator.

PASTORAL CARE

Six Month Goals

1. Write and implement contract for pastor to include compensation/benefits package.
2. Financially support the completion of Pastor Cliff's student clergy training and requirements.
3. Hire a part-time secretary as allowable according to 1993 budget.
4. Pay ongoing expenses and District Conference expenses (including registration, room and board, and travel) for Associate Pastor.

One Year Goals

1. Develop contract and compensation/benefits package for Associate Pastor.
2. Study feasibility of half-time employment of church secretary.

Two Year Goals

1. Begin Student Clergy training support for additional qualified individual(s) in program.

COVENANT METROPOLITAN COMMUNITY CHURCH

GOALS STATEMENT

1992-1993

CHURCH COMMUNITY DEVELOPMENT

TO ASSIST

IN

COVENANT METROPOLITAN COMMUNITY CHURCH

GOALS STATEMENT

1981-1983

WORSHIP

One Year Goals

1. Work toward more varied forms of worship services, especially in the future during worship services.

2. Develop COVENANT METROPOLITAN COMMUNITY CHURCH

3. Develop a varied and meaningful AREA OF

4. Develop and submit a monthly WORSHIP

5. Develop Worship Team Committee. Worship Co-ordinator to schedule plans for various worship services, including the for the present month and report to the Board of the monthly Board meeting.

6. Develop new liturgies for private prayer.

7. Start worship services on the

8. Schedule "all Church People Help" as a monthly form of worship services.

9. Develop Board policy concerning criteria for the church.

10. Sponsor Sunday Evening Service as a monthly form.

One Year Goals

1. Continue to develop the drama program to include a variety of worship experiences. Include more dramatic presentations as part of worship services as well as provide complete plans more frequently than at present.

2. Build the drama program as a level appropriate to the size of the congregation.

Two Year Goals

1. Offer a mid-week worship service.

COVENANT METROPOLITAN COMMUNITY CHURCH
GOALS STATEMENT
1992-1993

WORSHIP

Six Month Goals

1. Work toward more varied forms in worship services, especially in the Sunday Evening Worship Service.
2. Utilize lay speakers on Sunday Evenings on an alternating basis with Pastor Morrison.
3. Develop a trained and committed volunteer staff, especially in the area of Congregational Lay Pastor Team.
4. Develop and adhere to a monthly schedule of the pianist and/or organist.
5. Develop Worship Team Committee. Worship Co-ordinator to schedule jobs i.e. ushers, communion servers, readers, etc. for the present month and report to the Board at the monthly Board meeting.
6. Develop area in sanctuary for private prayer.
7. Start worship services on time.
8. Schedule "All God's People Said" on a monthly basis during the Evening Worship.
9. Develop Board policy concerning criteria for deacons.
10. Sponsor Interfaith Healing Service on a monthly basis.

One Year Goals

1. Continue to develop the drama program to include a variety of worship experiences. Include more dramatic presentations as part of worship services as well as present complete plays more frequently than at present.
2. Build the deaconate program to a level appropriate to the size of the congregation.

Two Year Goals

1. Offer a mid-week worship service.

EVANGELISM

One Year Goals

1. Develop two ministries.
2. Develop church goals with new officers and plan for regular attendance.
3. Continue promotion of church and area through community needs, especially with a weekly article in the Northside Postcard.

COVENANT METROPOLITAN COMMUNITY CHURCH

AREA OF

EVANGELISM

1. Develop HIV Spiritual Program with meetings held at Covenant MCC.
2. Develop 12 Step Program for Alcoholism with meetings held at Covenant MCC.
3. Establish Loving Care Ministry and give shelter.

One Year Goals

1. Take responsibility for new programs in other communities.
2. Sponsor AIDS events.
3. Plan and develop plan for upcoming District Conference that will be held in Birmingham.

Two Year Goals

1. Develop Covenant in CE as a new occasion for integrating church and the greater gay community.
2. Establish gay services and establish audio library of taped sermons for use by small group people the members.

EVANGELISM

Six Month Goals

1. Develop bar ministry.
2. Rewrite church tract with new address and plan for regular distribution.
3. Continue promotion of church activities through community media, especially with a monthly article in the Alabama Forum.
4. Use paid advertising in the Alabama Forum to advertise events such as Holy Week, Christmas activities, etc.
5. Sponsor and develop workshops with emphasis on educating our congregation and community.
6. Continue participation on councils or in events sponsored both in the greater gay community and the greater Christian community.
7. Develop HIV Spiritual Program with meetings held at Covenant MCC.
8. Develop 12 Step Program for Abundant Living with meetings held at Covenant MCC.
9. Restructure Loving Care Ministry and give directive.

One Year Goals

1. Take musical and/or dramatic programs to other congregations.
2. Sponsor AIDS benefit.
3. Form and develop plan for upcoming District Conference that will be held in Birmingham.

Two Year Goals

1. Develop Covenant MCC as a resource center for neighboring churches and the greater gay community..
2. Audio tape services and establish audio library of taped services for use by shut-ins or prospective members.

STEWARDSHIP

Stewardship Goals

1. Sustain "Stewardship Month" program during November. Regular monthly reports during the month will focus on stewardship.
2. Combine "Vest Day/Pledge Day" with pledge drive activities at the congregation during the entire month preceding Pledge Day. Emphasis on stewardship in November (Three monthly newsletters).

COVENANT METROPOLITAN COMMUNITY CHURCH

AREA OF

STEWARDSHIP

First Year Goal

1. Increase building fund offerings and fund that would allow Covenant MCC to begin serious consideration of purchasing our own property.

Two Year Goal

1. Increase offerings and funds that can be used towards a "half time" home to enable us to have a part-time home in November 2001, and then, services must move to the church.

STEWARDSHIP

Six Month Goals

1. Stabilize "Stewardship Month" program during November. Regular worship services during that month will focus on stewardship.
2. Continue "One-Day Pledge Day" with pledge forms available to the congregation during the entire month preceding Pledge Day. Emphasis on Stewardship in Covenant Times (monthly newsletter).
3. Increase tithe to accommodate new building location and growing congregation.
4. Emphasis tithe of money, time, and personal gifts i.e. artist, musicians, typists, etc.
5. Train second level of leadership.

One Year Goal

1. Increase Building Fund offerings to a level that would allow Covenant MCC to begin serious consideration of purchasing our own property.

Two Year Goal

1. Increase tithing so that pastor can be compensated on a "half time" basis to enable him to go on a part-time basis at his secular job, and thus, devote more time to the church.

MISSION

Six Months Goals

1. Develop Covenant Times (monthly newsletter) staff to assist the clerk and to relieve clerk of that responsibility.
2. Continue to open the church to more usage by other constituency groups.
3. Increase involvement of the members of Covenant MCC in the greater gay community.
4. Continue to be guided toward the mission of the church.

COVENANT METROPOLITAN COMMUNITY CHURCH

AREA OF

MISSION

One Year Goals

1. Sponsor major community events for the benefit of a community based organization with direct service to people.

MISSION

Six Months Goals

1. Develop Covenant Times (monthly newsletter) staff to assist the clerk and to relieve clerk of that responsibility.
2. Continue to open the church to more usage by other community groups.
3. Increase awareness of the existence of Covenant MCC in the greater gay community.
4. Continue support of BAO's food pantry on a monthly basis. Develop plan for Thanksgiving Collections to be geared toward the needs of BAO.
5. Continue support of 1917 Clinic's Transportation Fund on a monthly basis.
6. Develop a greater personal and collection sense of "Church Family" within congregation of Covenant MCC.

One Year Goal

1. Sponsor major community event for the benefit of a community based organization with direct services to people.

PASTORAL CARE

The Board of

1. The Board of

2. The Board of

3. The Board of

COVENANT METROPOLITAN COMMUNITY CHURCH

AREA OF

4. The Board of

PASTORAL CARE

The Board of

5. The Board of

6. The Board of

PASTORAL CARE

Six Month Goals

1. Write and implement pastoral contract.
2. Develop greater congregational participation to assist Worship Co-ordinator to allow Pastor Morrison to develop skills in one on one pastoring.
3. Begin and implement a compensation/benefits package for the pastor. Acknowledge and adhere to the schedule of each 5th Sunday during the year is considered an "off day" for Pastor Morrison.

One Year Goals

1. Develop semi-annual review process for the compensation/benefits package for the pastoral leader.

Two Year Goals

1. Develop financial support package for student clergy (Cliff).
2. Develop and train an office staff person.

EDUCATION

One Month Goals

1. Encourage congregational involvement in educational efforts.
2. Encourage congregational members and staff members who will help leaders in efforts by the Church of Covenant M.C.C.

3. Continue development and implementation of an early literacy program which will be in alignment with church's mission as a religious community.

COVENANT METROPOLITAN COMMUNITY CHURCH

AREA OF

EDUCATION

4. Develop plan for use of laypersons in early literacy program which will be in alignment with church's mission as a religious community.

5. Encourage attendance in educational programs such as Sunday School, Tuesday night Bible Study, Covenant Family Church on Campus Morning etc.

6. Encourage attendance in District Conferences and other church sponsored conferences offered by C.M.C.C.

7. Continue training of church level leadership.

One Year Goals

1. Host regional inter-conference as part of an educational event, i.e. District training.
2. Increase the use of District and Fellowship educational resources on all local level.

Two Year Goals

1. Develop a workshop to be taught by Covenant M.C.C. members at a District Conference.

EDUCATION

Six Month Goals

1. Encourage congregation to read and study the Bible.
2. Encourage congregation to read and study spiritual and self-help books as offered by the library of Covenant MCC.
3. Continue development and implementation of one-day Inquirer's/Membership workshops to alternate with nightly meetings on a rotating quarterly basis.
4. Provide additional staff and Board member training from outside sources at the District level.
5. Develop video for use at Inquirer's classes which gives UFMCC and local church history and provides scenes from church services, social events, and ministries.
6. Encourage attendance in established programs such as Sunday School, Thursday night Bible Study, Committed Female Christian Couples Meeting, etc.
7. Develop thoroughly plans for new programs such as 12 Step for Abundant Living and the HIV Spiritual Support Group Meetings.
8. Encourage attendance to District Conferences and other educational opportunities offered by G.L.A.D.
9. Continue training of second level leadership.

One Year Goals

1. Host regional mini-conferences primarily of an educational nature, i.e. Deacon's training.
2. Increase the use of District and Fellowship education resources on the local level.

Two Year Goals

1. Develop a workshop to be taught by Covenant MCC members at a District Conference.

CONGREGATIONAL CARE

St. Paul's Church

1. Develop and maintain a Congregational Care Team

2. Develop and maintain a Pastoral Care Committee to assist in the care of the congregation in the areas of planning and implementing pastoral care

3. Coordinate with the congregation on following activities: to be done in the church, following and to other new people in the church

4. Develop and maintain a Pastoral Care Team

COVENANT METROPOLITAN COMMUNITY CHURCH

AREA OF

CONGREGATIONAL CARE

1. Develop and maintain a Congregational Care Team

2. Develop and maintain a Pastoral Care Committee to assist in the care of the congregation in the areas of planning and implementing pastoral care

3. Coordinate with the congregation on following activities: to be done in the church, following and to other new people in the church

St. Paul's Church

1. Develop and maintain a Pastoral Care Committee to assist in the care of the congregation in the areas of planning and implementing pastoral care

CONGREGATIONAL CARE

Six Month Goals

1. Develop and train a committed Congregational Lay Pastor Team.
2. Rebuild and develop Fellowship Committee to assist Board member in charge of fellowship in the areas of planning and scheduling fellowship events.
3. Continue with an emphasis on fellowship activities to create Christian fellowship and to draw new people into the group.
4. Develop program for follow-up on members that become inactive.

One Year Goals

1. Retreat for staff and Board members.
2. Implement Deaconate program as soon as training is completed. Align specific responsibilities according to Board policy.
3. Involve a person as an "Assistant Pastor" to assist in the one on one pastoring necessary for a growing congregation.

Two Year Goals

1. Develop a counseling and referral service to be used by Congregational Lay Pastor Team and distributed to the greater community.

MEMORANDUM

1. The following information is being furnished to you for your information.

2. This information is being furnished to you for your information and is not to be distributed outside your organization.

3. This information is being furnished to you for your information and is not to be distributed outside your organization.

4. This information is being furnished to you for your information and is not to be distributed outside your organization.

Very truly yours,

Special Agent in Charge

5. This information is being furnished to you for your information and is not to be distributed outside your organization.

6. This information is being furnished to you for your information and is not to be distributed outside your organization.

Very truly yours,

7. This information is being furnished to you for your information and is not to be distributed outside your organization.

COVENANT METROPOLITAN COMMUNITY CHURCH
GOALS EVALUATION
1990-1991

During the past year, CMCC has experienced steady growth both spiritually and numerically. More and more we are finding people interested in taking part in the worship service in almost every area. It is not unusual for a member of the congregation to ask to serve communion for the first time, or to lead in liturgy or even to preach. The advent of our evening worship service, which happened way ahead of our goal, has opened a lot of doors for a lot of people to find ways of service to the church. God continues to bless both services and we are beginning to run out of room in our present location. We thank God for that kind of problem!

Though we do not have a staff per se, the church board is so dedicated and so effective that it has performed staff duties better than most staffs I have worked with in the past. We are beginning to find others in the congregation who are willing to take on staff duties and it appears that the board will be able to turn over some of their staff responsibilities soon.

The music program has definitely begun to stabilize. Recent interest and growth has been remarkable. We are at the point that I have to limit the number of requests to sing solos some Sundays and the choir is excited and stretching musically every week. My aim with the choir is to have it perform in some way in every morning service before long. We have already implemented musical worship services for the holy seasons. Our evening worship service will facilitate this sort of thing better than the morning services.

Our anniversary weekend has become the time for our Spiritual Renewal. This has worked well for us for the last two anniversaries although the church has been in a constant state of spiritual renewal for many months. The evening worship service has been a direct outgrowth of this and, though it was not scheduled to begin for another year, this service is already proving to be a vital part of our total worship experience. The evening service has given us the opportunity to explore and develop different kinds of services.

Fellowship activities are plentiful and well attended. It is wonderful to see this congregation come together for Christian fellowship outside the church itself. Such activities are also drawing those to our church who would otherwise not bother. Our fellowships also help to bring back our MIAs as well as give new people the opportunity to experience positive Christian social interaction. This is a part of our visitor/MIA follow-up program which also includes letters and brochures sent from the church and even visits.

The brochures I just mentioned are excellent and tell a lot about our church in a simple, attractive manner. We are already getting results from these being spread throughout our community. But our community outreach programs are much more far reaching than the distribution of these brochures. We have a dedicated clown team which represents the church at nursing homes and similar places and had quite an impact at Birmingham's Pride Day celebration. The clown team is increasing our visibility in the community in a very positive way as is our recently formed LOVING CARE ministry. This is our outreach to the terminally ill. We have had training workshops and have developed a team to answer calls for help in almost every phase of in home or hospice care. This, along with our "PRAYER BEAR" ministry is having an increasing effect on our community. The Prayer Bear ministry is very special to us and I thank God for it and what it is meaning to those who receive the bears.

Since our one-day Inquirer's Classes were begun several months ago, we have been much more effective in preparing newcomers for membership. This has also helped increase the number of new members because it has made the process more interesting and less time consuming. The classes are constantly being reviewed and upgraded to give those seeking membership or a better understanding of the church a much clearer picture of our church and the UFMCC as a whole.

Among the goals we reached ahead of schedule, our Sunday School has been one of the most special to me. Though attendance is naturally down for the summer, interest is not and it has proved to be just one more way we have to educate our congregation and to increase interest in the church as a whole.

Our stewardship program has been very effective. We had a month of stewardship preparation before a one-day Pledge Day and we exceed the proposed budget in pledges. So far, we have been meeting or exceeding our budget every month. Tithing is increasing and we feel very comfortable in taking extra offerings each month for our local AIDS Clinic and Birmingham Aids Outreach. I believe that our congregation has realized that as investment in our church is an investment in their spiritual lives.

As I am still in the midst of having to work a most demanding secular job, the board, in addition to everything else they do, has taken on the responsibility of worship coordinators. Each board member takes two months a year to serve in this capacity. They help me greatly in planning worship services, securing liturgists, communion servers, soloists, and the like. Without this, I would have a most difficult time and I am eternally grateful to them for it!

On the whole, I feel the church is progressing rapidly. We have already met even some of the two year goals we had set though there are a few six month goals we have not met. I have to say that God is our constant guide in all we do or plan and God is moving in this church in God's own way and according to God's own timetable. As long as we continue to let God handle things and serve as God's vessels, we will continue to see OUR plans change from time to time, but as God's plan prevails we will see the church continue to move forward in greater Christian service to the people of our community.

Respectfully submitted,

Cliff Morrison, Pastor
CMCC

Draft

COVENANT METROPOLITAN COMMUNITY CHURCH
GOALS STATEMENT
1991-1992

WORSHIP

Six Month Goals

1. Continue training and development of additional preachers, liturgists, and communion servers. Train and develop a committed staff.
2. Stabilize the music program by scheduling the pianists and by scheduling and being more intentional about the use of soloists.
3. Rebuild the choir program.

One Year Goals

1. Develop musical worship services for Holy seasons.
2. Explore alternate styles of worship. Offer another type of worship service on a periodic basis.

Two Year Goals

1. Offer weeknight worship (probably Wednesday night).

CONGREGATIONAL CARE

Six Month Goals

1. Develop and train a committed staff.
2. Implement an emergency telephone network.
3. Rebuild and develop fellowship committee for planning and scheduling of fellowship events.
4. Develop visitor and MIA follow-up program.

One Year Goals

1. Retreat for staff and board members.
2. Development of visitation team for sick, visitors, MIA's, etc.
3. Implement a deaconate program.

Two Year Goals

1. Develop a counseling and referral service.

CONSTITUTIONAL CHARTER

THE PEOPLE'S CHARTER

1. The People's Charter is a document which sets out the principles and objectives of the People's Movement.
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3. The People's Charter is a document which sets out the principles and objectives of the People's Movement.
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THE PEOPLE'S CHARTER

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EVANGELISM

Six Month Goals

1. Develop and print tract(s) about Covenant M.C.C. and our ministries to be distributed throughout the community and to visitors.
2. Increase utilization of the public media for dissemination of information about and advertisement for the church.
3. Audio tape services and establish library of taped services for use of prospective members and those unable to attend service.
4. Continue to develop and implement the Loving Care (AIDS) Ministry.
5. Increase participation on councils or in events sponsored both in the greater gay community and the greater Christian community.

One Year Goals

1. Develop a musical or dramatic program to take to the community or other congregations.
2. Host a District Conference or other District-sponsored event in Birmingham.
3. Develop a team to participate in local AIDS or other events with live Christian music.

Two Year Goals

1. Develop the church as a resource center for neighboring churches or new groups within the district.

EDUCATION

Six Month Goals

1. Continue development and implementation of one-day Inquirer's/Membership workshop.
2. Provide additional staff and board member training from outside sources at the District level.
3. Develop video for use at Inquirer's class which gives UFMCC and local church history and provides scenes from church services, social events, and ministries

One Year Goals

1. Host another regional mini-conference primarily of an educational nature.
2. Increase the use of District and Fellowship education resources on the local level.

Two Year Goals

1. Develop a workshop to be taught by Covenant members at a District Conference.

STEWARDSHIP

Six Month Goals

1. Increase tithing levels to maintain increased budget as a result of adding pastoral compensation and building expenses.
2. Expand stewardship program to include recognition of and recording of time tithing.

One Year Goals

1. Institute major budget expansion effort as a result of possible building move.

Two Year Goals

STANDARD

See below for

Standard is to be maintained in order to maintain budget as a result of
adding program components and existing program.
Standard is to be maintained in order to maintain budget as a result of
adding program components and existing program.

See below for

Standard is to be maintained in order to maintain budget as a result of
adding program components and existing program.

See below for

PASTORAL CARE

Six Month Goals

1. Write and implement pastoral contract.
2. Develop greater staff participation to assist pastoral leader in implementation of developing programs.
3. Begin and implement a compensation/benefits package for the pastor.

One Year Goals

1. Develop semi-annual review process for the compensation/benefits package for the pastoral leader.
2. Develop and train an office staff person.

Two Year Goals

Student Clergy

PASTORAL CARE

Six Month Goals

Develop and implement pastoral program.
Provide guidance staff participation to assist pastoral leader in
implementation of decision making program.
Organize and implement a Comprehensive Ministerial Program for the pastor.

One Year Goals

Develop and implement ministerial program for the Comprehensive Ministerial
Program for the pastor's leader.
Develop and implement staff participation.

Two Year Goals

Develop and implement Comprehensive Ministerial Program for the pastor's leader.

MISSION

Six Month Goals

1. Develop a greater personal and collective sense or awareness of mission within the church leadership and congregation as a whole.
2. Open the church facilities to greater usage by other community groups.
3. Continue to encourage increased participation by church members in programs sponsored by other groups which deal with direct services people (hospice, buddy programs, food kitchens, etc.)
4. Develop a newsletter staff and increase the circulation of newsletter.
5. Continue development and implementation of AIDS ministry outreach program. Increase the visibility and access to this and other ministries of the church.

One Year Goals

1. Research best avenue for congregational participation in a community-based program sponsored by another group.

Two Year Goals

1. Sponsor major community event for the benefit of a community-based organization with direct services to people.

COVENANT MCC

GOALS FOR

1993-1994

WORSHIP

Six Month Goals

1. Involve more lay participation in areas such as Scripture reading, offering, Communion servers, etc.
2. Expand choir program to a year-round basis to provide consistent choral music for each Sunday morning service.
3. Provide a consistent mid-week study course/worship program.
4. Establish a "Preaching Schedule" on a monthly basis for Pastor, Associate Pastor, Deacons, and lay speakers. Establish a schedule for readers, Communion servers, and Acolytes.

One Year Goals

1. Develop a still wider variety of worship experiences allowing for different service formats and contents on an occasional basis.
2. Begin Children's Choir program.
3. Develop more dramatic presentations, especially sermon-length pieces, for use particularly in Sunday evening services.
4. Develop instrumental music resources, especially other than piano and organ (find and utilize people who play other wind, brass, percussion, and string instruments) and begin to build an ensemble.

Two Year Goals

1. Work toward establishing choral music for the evening services. This could include the full choir, a choral ensemble, the children's choir, a possible "youth" choir, and other ensembles of a similar nature.

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EVANGELISM

Six Month Goals

1. Develop a plan for distribution of CMCC tracts.
2. Continue using *THE ALABAMA FORUM* and other community media to promote church activities.
3. Develop more and different workshops with emphasis on educating our congregation and the community at large.
4. Work more closely with area HIV/AIDS programs to assist as we are able.
5. Begin taping all worship services and establish a tape library for use by shut-ins or prospective members.
6. Develop a survey to be distributed in our community to assess the community's spiritual needs and how CMCC can better meet those needs.

One Year Goals

1. Establish and train committed leadership for cell-group program.
2. Develop and implement a plan to make CMCC and our programs more highly visible in our community.
3. Have the G.L.A.D. DPOC and WPHR present a workshop to help CMCC to develop a comprehensive program of outreach to ethnic minorities in our community.
4. Establish a class on sign language interpreting and recruit committed students to learn and become proficient so that our worship services can be signed for the deaf or hearing impaired. When the class is ready, advertise in the community that our services are being interpreted so as to attract those who are deaf but who have no church to go to.

Two Year Goals

1. Take musical and/or dramatic programs to other congregations.
2. Be aggressive about instituting cell group program. Redouble efforts to reach out through cell groups.
3. Re-assess the spiritual needs of the community.

STEWARDSHIP

Six Month Goals

1. Continue "One-Day Pledge Day" with pledge forms available to the congregation during the entire month preceding Pledge Day. Regular emphasis should occur in the *Covenant Times* newsletter.
2. Continue emphasis on stewardship of time, talent, and money in Inquirer's classes. Encourage all who join the church to fill out a commitment form.

One Year Goals

1. Increase Building Fund Offering to allow CMCC to purchase our own property or to move to an adequate existing church facility on a lease/purchase basis so we can meet the worship, educational, and familyship needs of a growing congregation.
2. Increase tithing so that:
 - a. Pastor can be compensated on a full-time basis
 - b. Associate Pastor can begin receiving compensation
 - c. A part-time church secretary can be hired.
 - d. A permanent choir director can be hired and additional compensation will be available for musicians.

Two Year Goals

1. Develop compensation package for Church Administrator.

EDUCATION

Six Month Goals

1. Develop a Sunday School and general education curriculum to be used throughout the church for the coming year.
2. Develop deacon training program.
3. Develop video presentation on CMCC to be used at Inquirer's Classes.
4. Work toward increased growth in Thursday night Bible Study.

One Year Goals

1. Consider hosting a district or regional "mini-conference" of a special nature such as "Building the Church Music Program" or "Developing an Active Drama Program in the Church".
2. Complete training of additional deacons.
3. Begin an additional Bible Study group

Two Year Goals

1. Develop a third Sunday School class.

PASTORAL CARE

Six Month Goals

1. Write and implement contract for pastor to include compensation/benefits package.
2. Financially support the completion of Pastor Cliff's student clergy training and requirements.
3. Hire a part-time secretary as allowable according to 1993 budget.
4. Pay ongoing expenses and District Conference expenses (including registration, room and board, and travel) for Associate Pastor.

One Year Goals

1. Develop contract and compensation/benefits package for Associate Pastor.
2. Study feasibility of half-time employment of church secretary.

Two Year Goals

1. Begin Student Clergy training support for additional qualified individual(s) in program.

CONGREGATIONAL CARE

Six Month Goals

1. Stabilize Council of Ministries and increase as necessary.
2. Enlist additional deacons for training.
3. Improve visitor/MIA follow-up program.
4. Develop follow-up program for members who have become inactive.

One Year Goals

1. Develop church-wide retreat.
2. Develop retreats for Staff, Board, and Council of Ministries.
3. Develop Visitation Team to assist Pastor, Associate Pastor, and Deacons in this area.

Two Year Goals

1. Develop a counseling and referral service.
2. Develop pastoral office hours for "drop-in" counseling.
3. Develop job description for Church Administrator.

MISSION

Six Month Goals

1. Develop staff for *The COVENANT TIMES* to assist the editor in preparation and distribution.
2. Develop mailing list and acquire postal permit for distribution of church publications.
3. Continue to support local AIDS organizations as they have need.
4. Encourage increased participation by church members in Christian Social Action activities. Increase visibility and support of Civil Rights issues and activities, including "Pride" events.

One Year Goals

1. Sponsor a major community event for the benefit of a community-based organization with direct services to people.
2. Encourage increased participation by church members in community service groups and activities outside the church.
3. Organize and implement a spiritual 12-step program.

Two Year Goals

1. Begin women's and men's healing groups for sexual, physical, and emotional abuse.

MISSION

Six Month Goals

1. Develop staff for the LUTHERAN LIVES to assist the other in preparation and organization
2. Develop meeting list and update postal permit for distribution of church publications
3. Continue to support L. and A. H. S. organizations in their own field
4. Encourage increased participation by church members in Christian Social Action activities, increase visiting and support of Civil Rights issues and activities including P. V. service

One Year Goals

1. Sponsor a youth community forum for the benefit of a community-based organization with church services to provide
2. Encourage increased participation by church members in community service projects and activities outside the church
3. Organize and implement a spiritual 15-day program

Two Year Goals

1. Begin women's and men's healing groups for sexual, physical and emotional abuse

**COVENANT MCC
GOALS FOR
1993-1994**

WORSHIP

Six Month Goals

1. Involve more lay participation in areas such as Scripture reading, offering, Communion servers, etc.
2. Expand choir program to a year-round basis to provide consistent choral music for each Sunday morning service.
3. Provide a consistent mid-week study course/worship program.
4. Establish a "Preaching Schedule" on a monthly basis for Pastor, Associate Pastor, Deacons, and lay speakers. Establish a schedule for readers, Communion servers, and Acolytes.

One Year Goals

1. Develop a still wider variety of worship experiences allowing for different service formats and contents on an occasional basis.
2. Begin Children's Choir program.
3. Develop more dramatic presentations, especially sermon-length pieces, for use particularly in Sunday evening services.
4. Develop instrumental music resources, especially other than piano and organ (find and utilize people who play other wind, brass, percussion, and string instruments) and begin to build an ensemble.

Two Year Goals

1. Work toward establishing choral music for the evening services. This could include the full choir, a choral ensemble, the children's choir, a possible "youth" choir, and other ensembles of a similar nature.

EVANGELISM

Six Month Goals

1. Develop a plan for distribution of CMCC tracts.
2. Continue using *THE ALABAMA FORUM* and other community media to promote church activities.
3. Develop more and different workshops with emphasis on educating our congregation and the community at large.
4. Work more closely with area HIV/AIDS programs to assist as we are able.
5. Begin taping all worship services and establish a tape library for use by shut-ins or prospective members.
6. Develop a survey to be distributed in our community to assess the community's spiritual needs and how CMCC can better meet those needs.

One Year Goals

1. Establish and train committed leadership for cell-group program.
2. Develop and implement a plan to make CMCC and our programs more highly visible in our community.
3. Have the G.L.A.D. DPOC and WPHR present a workshop to help CMCC to develop a comprehensive program of outreach to ethnic minorities in our community.
4. Establish a class on sign language interpreting and recruit committed students to learn and become proficient so that our worship services can be signed for the deaf or hearing impaired. When the class is ready, advertise in the community that our services are being interpreted so as to attract those who are deaf but who have no church to go to.

Two Year Goals

1. Take musical and/or dramatic programs to other congregations.
2. Be aggressive about instituting cell group program. Redouble efforts to reach out through cell groups.
3. Re-assess the spiritual needs of the community.

STEWARDSHIP

Six Month Goals

1. Continue "One-Day Pledge Day" with pledge forms available to the congregation during the entire month preceding Pledge Day. Regular emphasis should occur in the *Covenant Times* newsletter.
2. Continue emphasis on stewardship of time, talent, and money in Inquirer's classes. Encourage all who join the church to fill out a commitment form.

One Year Goals

1. Increase Building Fund Offering to allow CMCC to purchase our own property or to move to an adequate existing church facility on a lease/purchase basis so we can meet the worship, educational, and familyship needs of a growing congregation.
2. Increase tithing so that:
 - a. Pastor can be compensated on a full-time basis
 - b. Associate Pastor can begin receiving compensation
 - c. A part-time church secretary can be hired.
 - d. A permanent choir director can be hired and additional compensation will be available for musicians.

Two Year Goals

1. Develop compensation package for Church Administrator.

EDUCATION

Six Month Goals

1. Develop a Sunday School and general education curriculum to be used throughout the church for the coming year.
2. Develop deacon training program.
3. Develop video presentation on CMCC to be used at Inquirer's Classes.
4. Work toward increased growth in Thursday night Bible Study.

One Year Goals

1. Consider hosting a district or regional "mini-conference" of a special nature such as "Building the Church Music Program" or "Developing an Active Drama Program in the Church".
2. Complete training of additional deacons.
3. Begin an additional Bible Study group

Two Year Goals

1. Develop a third Sunday School class.

PASTORAL CARE

Six Month Goals

1. Write and implement contract for pastor to include compensation/benefits package.
2. Financially support the completion of Pastor Cliff's student clergy training and requirements.
3. Hire a part-time secretary as allowable according to 1993 budget.
4. Pay ongoing expenses and District Conference expenses (including registration, room and board, and travel) for Associate Pastor.

One Year Goals

1. Develop contract and compensation/benefits package for Associate Pastor.
2. Study feasibility of half-time employment of church secretary.

Two Year Goals

1. Begin Student Clergy training support for additional qualified individual(s) in program.

CONGREGATIONAL CARE

Six Month Goals

1. Stabilize Council of Ministries and increase as necessary.
2. Enlist additional deacons for training.
3. Improve visitor/MIA follow-up program.
4. Develop follow-up program for members who have become inactive.

One Year Goals

1. Develop church-wide retreat.
2. Develop retreats for Staff, Board, and Council of Ministries.
3. Develop Visitation Team to assist Pastor, Associate Pastor, and Deacons in this area.

Two Year Goals

1. Develop a counseling and referral service.
2. Develop pastoral office hours for "drop-in" counseling.
3. Develop job description for Church Administrator.

MISSION

Six Month Goals

1. Develop staff for *The COVENANT TIMES* to assist the editor in preparation and distribution.
2. Develop mailing list and acquire postal permit for distribution of church publications.
3. Continue to support local AIDS organizations as they have need.
4. Encourage increased participation by church members in Christian Social Action activities. Increase visibility and support of Civil Rights issues and activities, including "Pride" events.

One Year Goals

1. Sponsor a major community event for the benefit of a community-based organization with direct services to people.
2. Encourage increased participation by church members in community service groups and activities outside the church.
3. Organize and implement a spiritual 12-step program.

Two Year Goals

1. Begin women's and men's healing groups for sexual, physical, and emotional abuse.

Prayer Bear Round-Up

You are a member of the Prayer Bear Club of CMCC and that makes you a very special person to us. Qualifications for membership in the Prayer Bear Club are very simple. You have received a Prayer Bear from CMCC!

Have you wondered how you came to receive your Prayer Bear? Well, it happens in different ways. Sometimes you have a friend that attends CMCC and your friend felt that a Prayer Bear would be beneficial to you at this time. Sometimes, it is through a friend of a friend. News travels through the Prayer Bear Line and our church heard that a Prayer Bear was needed. So, in essence, that is how your Prayer Bear came to live with you!

Has the question ever crossed your mind, "What does this Prayer Bear mean? The answer is this. Your special Prayer Bear friend passed through many hands before you received it. Your Prayer Bear attended Prayer Bear School to learn how to be an effective Prayer Bear and to understand what it needed to do in order to become your special Prayer Bear. Then, your Prayer Bear attended a special Graduation/Worship service where it was passed throughout our congregation. Each person spent a private time praying over your bear and asking their individual prayers for you. At the close of the worship service, your Prayer Bear was passed to our pastor, Cliff Morrison, and Pastor Morrison prayed a special prayer for you asking God's blessings on your life. Then someone from our church brought the Prayer Bear to its new home to live with you.

Now, each time that you look at your Prayer Bear or hold it, please remember the special trip that your Bear took to make its way to live with you. The Prayer Bear represents all of our continual prayers for you and represents God's love.

At the present time we have about 20 Prayer Bears that live in the Prayer Bear Dormitory under our altar at church. These Prayer Bears attend Prayer Bear School and study hard in their Prayer Bear lessons. When they have graduated from Prayer Bear School, they will travel the same road that your Prayer Bear did and receive their new home with someone that needs encouragement and a reminder that GOD LOVES THEM.

This newsletter will be sent to you as a member of the Prayer Bear Club. We would like to have any story from you about your Prayer Bear. Just drop me a note at the church address or call the Prayer Bear Line at the church office at 326-8629. There is an answering machine on the church phone. Leave a message and a Prayer Bear Partner will be glad to call you back.

In the meantime, give your Prayer Bear a special hug from all of us and remind it how much we all love and pray for the both of you.

Prayer Bear Round-Up

HOT OFF THE PRESS!! This is the first edition of the "Prayer Bear Round-Up", a monthly publication from Covenant Metropolitan Community Church (CMCC).

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2630 Sixth Ave S
Birmingham, AL
326-8529 or 854-4340

Corner of 27th St and 6th Ave S

Covenant Metropolitan Community Church (CMCC) is a member of the Universal Fellowship of Metropolitan Community Churches. Established as a Christian Church in February of 1981, we move in the mainstream of Christianity.

As Christians we practice to embrace the differences of others. It is our understanding that all who profess Jesus Christ as Saviour are called to love each other, discounting those differences. The life of Jesus Christ has taught us to embrace ALL human beings. Putting His example into practice, we reach to all people.

The Universal Fellowship of Metropolitan Community Churches has a unique ministry, serving primarily the gay and lesbian population. God created us as unique individuals and our Creator loves us just the way we are. Our ministry is to affirm God's love for ALL people, even sexual minorities. There are none who God rejects based on any given personal characteristic .

Come. Worship the Lord or participate in a special activity. Find the love of God and feel acceptance and love within our congregation. At Covenant MCC, you can worship God as the person God made you!

COVENANT MCC REACHES OUT

TO FULFILL SPIRITUAL NEEDS

Covenant MCC is dedicated to serving the spiritual needs of our community. The Church performs the sacraments of baptism and Holy Communion. Holy Communion (the Lord's Supper) is offered at every service in Covenant MCC. The Pastor conducts the rite of Holy Union which is offered at CMCC. Spiritual counseling, home and hospital visitation are services rendered by the Pastor and staff.

WITH SPIRITUAL DEVELOPMENT

Various weekly opportunities are offered whereby members can grow in their spiritual experiences. The following opportunities are available:

SUNDAY SCHOOL

10:00am – 10:45am

SUNDAY WORSHIP SERVICE

11:00am and 7:00pm

TUESDAY CHOIR PRACTICE

6:00pm

TUESDAY SIGN LANGUAGE CLASS

7:00pm

THURSDAY BIBLE STUDY

7:00pm (at a member's home)

Special activities are planned monthly. Feel free to call the Church office for times and more information. 326-8529.

THROUGH LOVING CARE

Loving Care is a group of individuals committed to serving the needs of people living with AIDS (PLWA). The Loving Care team is trained as HOSPICE volunteers offering in-home and hospital visitations.

Through Loving Care a ministry provides the "friendship" of a Prayer Bear to someone terminally ill or needing additional love and support. Teddy bears are passed among the congregation and each person spends time in prayer before the bear is delivered to its new home. The Prayer Bear symbolizes God's love and people's genuine concern for ALL. A monthly newsletter, called "Prayer Bear Roundup" is mailed to anyone who has received a Prayer Bear.

SUPPORT OTHER ORGANIZATIONS.

In support of other organizations, Covenant MCC has dedicated a special offering the first Sunday of each month to be donated to the Transportation

Fund of the 1917 Clinic. On the third Sunday fresh fruit and vegetables are collected to benefit the Birmingham AIDS Outreach (BAO) program. Clothes, personal items, and toiletries are continuously collected for BAO's Clothes Closet.

THROUGH A CLOWN MINISTRY

Clowns visit a local nursing home and give a monthly birthday party for the residents. Clowns provide support for the Loving Care team with visits to PLWA.

IN MEMBERSHIP ON THE INTER-FAITH COUNCIL

Covenant MCC is a member of the Inter-Faith Council of Birmingham. This is an organization comprised of churches throughout Birmingham that are actively involved in the ministry to PLWA.

WITH SOCIAL ACTIVITIES

Many social activities such as potluck dinners, picnics, dances, fellowship gatherings (holiday and birthday parties, dining-out socials) and an annual

spiritual retreat. All events are open to the community.

WITH MUCH MUCH MORE!

All of this , and so much more, comprises the unique ministry of Covenant MCC. Covenant MCC is a place to worship God. A place to be accepted. This is only a small picture of Covenant MCC. You are invited to come find and experience the love of God.

